

JOURNAL



“Developing Professional Chaplains Through Dynamic Education and Support”

Index

40 Year Reflection	-	4
Annual Training Seminar 2014	-	14
Bible Presentation	-	13
Chaplain Appointed Bishop	-	16
Contributions of Female Chaplains	-	5
Do Not Be Discouraged	-	3
Hall of Fame	-	11
Hosting an RTS	-	19
Line of Duty Death	-	12
Making A Difference	-	9
Memoriam/Memorial	-	9
NSA Chaplain of the Year	-	8
President's Perspective	-	2
Project Blue Light	-	8
Regional Contacts	-	18
Regional Maps	-	20
Regional/District Training	-	19
Store Information	-	21
Universality of Police Chaplaincy	-	10

Journal

Vol. 11, Num. 4
December 2013

Editor: John Harth
Publisher: ICPC

Copyright © by the International Conference of Police Chaplains. All rights reserved. No part of this publication may be reproduced without written permission from the ICPC headquarters. The ICPC *Journal* is published 4 times a year.

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

Ruby Kinlaw
Executive Administrator

PO Box 5590
Destin, Florida 32540-5590
850-654-9736 | 850-654-9742 fax

icpc@icpc.gccoxmail.com

www.icpc4cops.org

ICPC AUXILIARY

Auxiliary Newsletters available:
icpc4cops.org

From the home page, select:

News & Views Tab —> Auxiliary

Submit Auxiliary information to:

Editor, Diane Harris

lddlharris@gmail.com



PRESIDENT'S MESSAGE

Mike Hardgrove,
President of the International
Conference of Police Chaplains

I am pleased to report we are progressing with the commitment to improve our ability to communicate with each other within ICPC.

Chaplain Bart Leger is in process of building a Q & A Forum for ICPC's website. We are surveying Committee Chairs and Regional Directors to find out what kind of information they would

like to have access to through the Forum. We see this as a great tool for all of us to

ask questions, post comments and concerns and to stay connected to people that we have met from all over the world. The Forum will help new chaplains find answers to questions they may have and it will help seasoned chaplains be exposed to new ideas. Our deepest thanks go to Bart for taking on this huge job.

I have been in meetings with NeXrm, a business solutions company here in Tulsa. They have been searching the markets for the best match of tools that will meet ICPC online training and meeting needs. NeXrm believes they have found a match in accordance to our needs and are in the process of testing the system before providing us a free trial program.

I'll be excited to report in the next

Journal the success of that system. This will give us the availability to provide the Basic Core Courses on an as-needed basis. The Power Point classes will be uploaded to the Training Center and will be available on-demand. At the end of the presentation the chaplain will be directed to take a survey test. It will be graded and recorded and, a report will be sent to the

We shouldn't be members of ICPC because of what we expect to get out of it. We should be members because of the way ICPC prepares us to serve.

Registrar. No more waiting for the Regional Training Seminars and the Annual

Training Seminar to get the Basic Core Courses. I'm sure we will still provide these classes at RTS and ATS events and now they will be available *when you need them*. Our new system will also allow us to have online committee meetings which will facilitate quicker response to the needs of the men and women we serve.

While at the 2013 Grapevine ATS, I had the opportunity to speak with a lot of people where the same question came from several voices was this; "Where are we headed in the future?" As I listened and reflected, I realized there are several areas of our existence that we need to review. One of the greatest and most quickly addressed is our need to upgrade ICPC communication

(Continued on page 3)

(Continued from page 2)

abilities. My actions regarding that are reflected in my statements above.

Another was a concern about keeping up with fast changing technologies and techniques associated with law enforcement. Not only are their technologies and techniques changing but so also are the psychological, emotional, cognitive and spiritual needs changing as well. I believe it would be most important for us to be able to recognize and pass on those advancements. We need to have a system or program developed that will focus on those areas. I'm still searching for a solution to do that. So, if you have any ideas, please send me an email and share your thoughts with me.

Our motto has been "Serving All Law Enforcement Chaplains" but our mission has always been to serve the men and women in law enforcement.

Recently I heard someone talk about Mission Drift. Mission Drift occurs when we lose sight of our purpose and focus on ourselves instead of those we serve. Because of many of the comments I received at the last ATS I believe we are experiencing Mission Drift.

We shouldn't be members of ICPC because of what we expect to get out of it. We should be members because of the way ICPC prepares us to serve.

What's the bottom line for the men and women in law enforcement? I

have asked Dan Nolta, one of our past presidents, to take on the task of putting together a committee to study our mission and vision in order to evaluate whether we need to make some changes in how we facilitate preparing law enforcement chaplains for service.

Again, if you have thoughts or comments please email me at mdhardgrove@yahoo.com or Dan Nolta at pastrfuzz@aol.com.

Thank you, again and again, for your dedication to making a difference for the men and women you serve in law enforcement!

May God richly bless you.

Mike Hardgrove
ICPC President

Do Not Be Discouraged Chaplain Cyndee Thomas

Chaplains face unmentionable tragedy and sorrow every day. It is easy to become overwhelmed, feeling as though we do not make any difference in the lives of those we minister to every day. Yet we do make a difference! Sometimes we need a listening ear to help us through a difficult time.

One of the benefits of ICPC is the Chaplains who make up this organization. Our PEER SUPPORT team is made up of many of those Chaplains who want to be that listening ear!"

If you find yourself needing a listening ear," please call the PEER SUPPORT Committee Chair, Stu Nelson: 850.499.0453.

Cyndee Thomas, Past-President and current Secretary, wrote the following article sometime ago, which is still relevant today.

As I left the restaurant I put my head down and turned away so they would not see the tears rolling down my cheek. I could not let their courage be undermined by my moment of weakness. Hearing the story of the way their lives have changed since their 6 year old son was diag-

(Continued on page 7)

Seasons Greetings

As 2013 draws to a close, we would like to thank our members and volunteers who diligently work behind the scenes promoting ICPC's training mission around the world.

May the joy of the season surround you.

ICPC Staff

Ruby

Melissa

Helen



ICPC—Reflecting on 40 Years

Chaplain Jim Wieging

Editors Note: This is part four of a series of articles reflecting on ICPC's 40 year history.

I am not really comfortable being part of a living history of ICPC. But I am even less comfortable trying to put that history down on paper. I have put off writing this contribution much longer than I should have so now I am resolved to put something on paper.

I have not been a member of ICPC since the beginning. I joined the organization at the fifth ATS in Nassau County, New York. Since the Detroit liaison officer had volunteered Detroit as the host city for the sixth ATS and had convinced me to be the chairman of the host committee, I drove with others from Detroit to New York to see what an ATS was like.

In those days each host committee arranged for a series of presentations and every attendee took part in the planned agenda. I got the strong impression that those who were attending each year were beginning to find the presentations repetitious. And so in planning the 1979 ATS in Detroit we decided to offer two topics during each class period so participants would have a choice of classes. The subject of each class was still left entirely to the local committee and depended a great deal on who you could get to make the presentations.

It is my understanding that Detroit was the first ATS where the number of members attending exceeded 100. Over the years, of course, the number of attendees increased and the number of classes offered in each time slot increased and the whole concept of offering various tracts during the ATS became a normal part of the program.

I observed over the next few years that ICPC was rather good at recognizing the contributions of various members to the developing organization as each one completed their involvement. But I also sensed that as an organization whose goal was to provide training so that chaplains could be effective in their interactions with the members of their various law enforcement agencies, we needed to recognize members who were indeed achieving a degree of excellence in their local law enforcement ministries. This recognition could be held up as examples of the work being done by those we recognized.

And so, in my first year as President, I proposed starting yearly awards to recognize the contributions our members were making to law enforcement. I also proposed naming the annual awards after the second President of ICPC, Chaplain John A. Price of Albuquerque, New Mexico. My own experience of Jack indicated that he was passionate in his commit-

ment to do all he could to raise the competency of law enforcement chaplains. There was a time early in my own chaplaincy where I found my department was not as receptive to chaplains as I thought they should be and Jack convinced me not to give up and allow the service offered over time to cause the acceptance of chaplains to increase naturally. I also found Jack always willing to listen to what chaplains were doing and to congratulate them on the excellent ministry they were providing.

And so, at the second Albuquerque ATS in 1985 it was my privilege to announce the creation of the awards, their name and the first three recipients of the John A. Price Award. I have been very pleased and thoroughly delighted to see how these awards have continued to grow in meaning each year.

By the time we gathered in Memphis, Tennessee for the 1985 ATS we recognized that we had grown to where it was necessary to have someone who could provide full-time support to the organization and its officers. Until that time all officers served in a volunteer capacity, but the increase in membership was making that more and more difficult. The decision was made at the Memphis ATS to hire a full-time Executive Secretary. David DeRevere, along with his wife, Ellen, had been doing his best as the organization's Secretary to provide that kind of service in the years leading up to the Memphis ATS. They volunteered

(Continued on page 6)

ELECTRONIC COMMUNICATION

To receive ICPC communications electronically, send an email to:
icpc@icpc.gccoxmail.com

The Contributions of Female Police Chaplains

Chaplain Mary Glenn

I first moved to the LA area in 1997. As I got to know my community in my early years in LA, I was particularly interested in how to build bridges with the various sectors of our community including with the police. One day the police chief, who knew I was connected in the community, asked if I would call together the religious community to meet with him and talk about emergency preparedness. Thirty local faith leaders came together and after the meeting the police chief approached myself and a senior pastor (Jim of the Nazarene Church) and asked if we would be willing to start the chaplain program for the police department. I immediately responded “YES!”

And so began my chaplain journey 13 years ago. At my department, myself and Jim put together policies and procedures with other police staff, were approved as chaplains and were introduced to the police teams. As chaplains we provide spiritual and emotional care to our department and community at large. Our services include providing death notifications, ministry of presence and of God’s hope, confidential listening, support and connection to community resources. Now we have four chaplains at our department and a connected regional chaplain partnership in which we not only train together and share resources but we are friends who share a heart for law enforcement. It has been an amazing ride. Throughout the last 13 years there are some things I have noticed about my

role as a chaplain.

As a chaplain, I knew that I was different. I became a chaplain while working at a local church as the youth pastor. Most chaplains are senior pastors. I was younger than most chaplains by about 30 years and I was a female. These were three aspects of me that made me stand out but one aspect I noticed the most was my gender.

The police environment is typically hierarchal and para-military, and there is an expectation to honor the code and rule of the law.

When I started in church work over 20 years ago there weren’t many women in pastoral ministry. When I went into police chaplaincy, it was much the same. The majority gender of police departments is male which is mirrored in chaplaincy. “ICPC is comprised of 12 regions with members throughout the USA and 20 countries worldwide.” Only about five percent of those are women”. That statistic and my own experience have caused me to reflect on what unique contributions a female chaplain may bring. It is easy when in an environment that is mostly male, to get lost in the shuffle and adopt the norms of that group. But God doesn’t want us to downplay His gifts in us nor to blend in so much that what makes us unique disappears. What are some unique contributions of

female chaplains?

Female chaplains define and use power differently. Women see power not so much in the roles they hold but rather in relationships they have. Women tend to use power to empower others. In the article “Powerplay: Women, Leadership and the Getting of Power” by Dianne Jacobs (The Organization, September/October 2007), Jacob proposes that women have a unique approach to their leadership and power. We all have power: power to influence, power to create, power in relationships, etc. and we use that power in various forms, structures, traditions, relationships, etc.

The police environment is typically hierarchal and para-military, and there is an expectation to honor the code and rule of the law. Women will follow structure and code but they will lead by empowering and working with others collaboratively. As men and women lead, there are particular characteristics and styles that are demonstrated. Jacobs says, “Leadership genre connects to gender. Traits typically linked with traditional ‘heroic’ leadership – individualism, assertiveness and doing – are regarded as masculine, while “post-heroic” traits – collaboration, emotional intelligence and adaptive approaches – are typically regarded as feminine.” Jacobs is not saying is that only women take care of others while only men take charge; women can take charge and men can take care of people.

(Continued on page 6)

Reflecting on 40 Years

(Continued from page 4)

to step out in faith and work full-time for ICPC.

At the conclusion of the Memphis ATS the Executive Board delegated the new President, Dennis Whitaker and myself to work out an agreeable salary arrangement with David. The agreement wound up being that we would provide a rather small guaranteed amount and that there would be increases in that amount as the membership increased and the money raised through dues made

larger amounts possible. The agreement was based on faith by all parties that there would indeed be a membership increase and that we could eventually afford a just full-time salary.

David continued to fulfill the duties of ICPC Secretary as he began the process of setting up an office and establishing the process for handling memberships, producing a newsletter and taking on other tasks that needed doing. The history of the next few years tells us that the membership did increase and that a full-time Executive

Secretary (later an Executive Director) was a great benefit to ICPC.

As I look back and what I have managed to put on paper, I am struck that these things--and a number of other things--point to a period of rather fantastic growth in ICPC in the 1980s.



Chaplain James F. Wieging, River Rouge, MI

Female Chaplains

(Continued from page 5)

Both men and women can express nurturing care, empowering posture and strong leadership. But power is demonstrated uniquely in men and women. Women lead relationally not just from task, position and role. Because of this unique way women use power, they may experience an easier assimilation into the department. My friend and colleague Chaplain Sue notes that female officers may relate to female chaplains because we are “one of the tribe” and for male officers to relate to us because we don’t have machismo. Women’s understanding and use of power is both relational and empowering.

Female chaplains are relational and naturally build connections and collaborations. Women see relationships as interconnected webs. Women can be competitive however, they would rather bring people and resources together. Women will work to build consensus and create harmony in

chaplain teams, within a department and on call-outs. It is part of their expression of nurturing care for others.

Female chaplains have emotional freedom in contexts that typically don’t invite emotional expressions. The acts of nurturing, compassionate care and mercy are more accepted especially in this environment for women. This isn’t to say that men do not possess these qualities. In a law enforcement world that is more about machismo and toughness (in order to do the job), as a female chaplain, I can get away with showing emotion in this context. One of my colleagues Chaplain Karen notes that as female chaplains, we in the

nature of our gender, give permission to our officers to be more human, to not feel that they have to always be the tough guy nor hide emotion. The law enforcement world is paramilitary and institutional. Female chaplains can remind departments regarding the human element especially after officers have responded to emotionally difficult calls. Chaplain Sue states how this emotional freedom for women works especially well in multicultural settings. Giving a hug or showing empathy may not be appropriate for a male chaplain in comforting a female of a specific culture but is acceptable for a female chaplain to provide that kind of emotional care.

My first call out occurred on the exact day we first introduced as the new chaplains at the department. Both myself and my fellow chaplain were to provide a death notification to the family of an 18-year-old man who committed suicide. It was a very difficult call.

(Continued on page 15)

Membership Directory

Please verify your contact information in the Membership Directory by visiting icpc4cops.org —> Members Only Section.

Email changes to:
icpc@icpc.gccoxmail.com

(Continued from page 3)

nosed with cancer was heartbreaking. The discussion of sleepless nights, 3 hour trips to the hospital at a moments notice, chemo, steroids, weight gain, hair loss, extreme hunger, mood swings, impact on siblings and the 24/7 caregiving showed the effects that cancer is having on this family. They long for 'normalcy' once again. They want to have a hope for the future, when all they have to plan for is today.

The job of the law enforcement chaplain is to walk alongside the men and women in law enforcement and to offer emotional and spiritual support.

Before the meeting I had prayed for God's wisdom and that He would give me the right words to bring comfort to this couple. As we talked I stressed the need for balance, physically, emotionally, and spiritually. I gave ideas to help eliminate some of the family stress and offered words of encouragement from the Lord. They walked away saying it helped "just to talk" and we set a time to get together again.

From there I went to the next appointment; a couple facing a crisis in their marriage, a widow dealing with the death of her husband, a sergeant frustrated with personnel issues and an officer considering a career change. To the day were added phone calls, administrative work, and regular work at home.

This is my "mission field," the day to day life of a law enforcement chaplain. When most people think of the mission field they immediately think of a foreign country, where people speak a different language, have a different culture, dress differently, and don't generally trust others. This is actually a perfect description of the personnel in the police department. The law enforcement chaplain's country is the police department, a patrol car, or even a booth in a restaurant. Their language is one of phrases in numeric codes that are usually interrupted by squawks on the radio. They dress in a uniform that includes wearing a gun and the law enforcement culture excludes outsiders. The life of a law enforcement chaplain is in a mission field ministering to the men and women in law enforcement and their families and in many cases, citizens in the community.

When people hear I am a law enforcement chaplain they immediately think it means a jail ministry; however, nothing can be further from the truth. I do not have any contact with inmates and do not go to the jail to minister. My "church" family includes everyone in my police department, everyone in their family, potentially everyone they know and the entire community.

The job of the law enforcement chaplain is to walk alongside the men and women in law enforcement and to offer emotional and spiritual support. We are to help when they doubt themselves and always point them to God. We walk with them as they face spiritual crises and moral questions of what is right and what is wrong

and are there to listen when they wonder, "Where is God?" As chaplains we are there to represent God, to show support, love, and encouragement to these men and women, who are called by God to be our community warriors. We are there to remind them that God's mercies are new every morning and that although we do not have all the answers our God does. We cannot answer all of their "why" questions, but we can assure them that they may "cast all our cares upon Him, for He cares for us" as we are told in 1 Peter 5:7. These promises aren't just for these community warriors, they are for all of us as well. We sometimes forget that no matter what we are facing that God is right here with us. It seems that sometimes those of us in the ministry can forget the advice we give to others.

We must remember that our ministry is "not about us" but rather about pointing people to God. We are to be a listening ear, someone who offers support and encouragement and to gently help them realize that ultimately they must seek God to get answers and find peace.

When we are tempted to say, "I can't do this anymore" or "I cannot handle another tragedy" we must remember that God's word in Galatians 6:9 says, "And let us not be weary in well doing: for in due season we shall reap, if we faint not." This means that even though we may get discouraged or feel alone or feel unappreciated in our efforts that the ministry, our ministry is "not about us."

(Continued on page 18)

Project Blue Light

We encourage law enforcement families, friends, and law enforcement agencies to decorate in blue lights for the coming holiday season. By placing one blue light in a window of your home, you'll be showing your support for officers killed in the line of duty and those who continue to work America's streets. By placing strings of blue lights outside your home, at the department, and throughout the community, law enforcement officers will understand that they are appreciated!

The idea for Project Blue Light began in 1989 when Mrs. Dolly Craig wrote to [Concerns of Police](#)

[Survivors \(C.O.P.S.\)](#) to say that she would be putting two blue candles in her living room window during the holiday season: one for her son-in-law, [Daniel Gleason](#), who had been killed in the line-of-duty while serving the Philadelphia Police Department on June 5, 1986 and one for her daughter Pam (Danny's wife) who had been killed in an automobile accident in August of 1989.

Dolly Craig is now deceased as well, but her idea is her legacy. Project Blue Light now burns bright in the hearts of surviving families of America's fallen law enforcement officers who represent C.O.P.S.

Since Project Blue Light was introduced by C.O.P.S., it has been embraced by many law enforcement organizations and their families. Please join us this year by honoring those lost and supporting those still serving.

PRAYER CHAIN EMAIL ADDRESS



If you would like to participate in ICPC's Prayer Chain, please use the email address below:

icpcprayerchain@gmail.com



National Sheriffs' Association Chaplain of the Year

by Dan VanVeen

For more than a decade, Pastor Chuck Kish and his congregation at Bethel Assembly of God in Carlisle, Pennsylvania, have been known for their chaplaincy ministry programs. On Monday, June 24, Kish was presented with the prestigious National Sheriffs' Association (NSA) Chaplain of the Year Award for 2013 at the NSA Annual Conference and Exhibition in Charlotte, North Carolina.

Cumberland County Sheriff Ron Anderson nominated Kish for the award, without Kish's knowledge. In February, Anderson contacted Kish, informing him of his unanimous selection by the national committee for the honor.

Anderson, who has been in law enforcement for 35 years in Cumberland County and was elected

sheriff in 2009, says he nominated Kish because he felt Kish's efforts compared favorably to those who won the award in the past.

"Some of the projects Chuck has begun here and in other law enforcement offices deserved at least the honor of being submitted for consideration," Anderson says. "His premeditated acts of kindness, where he involved law enforcement and others in giving [thousands of dollars worth] of gift certificates to unsuspecting people at a movie theater in response to the tragedy at the movie theater in Colorado, stands out to me."

Kish, who was greatly surprised



and humbled by the award, explains that for years, in addition to the ministerial staff serving as chaplains, the church has been credentialing laypeople to serve as

volunteer chaplains at "points of pain" in people's lives. Currently the church provides 18 volunteer chaplains who serve (or have served) as police chaplains in patrol cars, bar chaplains, prison chaplains, hospital chaplains, nursing home chaplains, EMT chaplains

and most recently, courtroom chaplains — the first-ever official courtroom chaplain in the United States.

"I never do anything for something in return, it's all absolutely for God," Kish says. "I'm just a

(Continued on page 16)

Making a Difference

Chaplain Richard L. Johnson

A few days ago I received a call from 'Judy' [name changed], and we talked for better part of an hour. I hadn't heard from her for 3 or 4 years, so lots of catching up to do. To my surprise she mentioned she was now a youth pastor at the church she grew up in, and was even praying about the opportunity for some further seminary education.

Here's her story: Judy is now Chief of Police in a small Midwestern community. For us, it began maybe 16 years ago as a State Trooper I would ride with weekly picked me up one night, said he wanted me to ride with two deputies who had a relationship, but it was rocky to say the least. That night "Judy" picked me up from the Trooper and we spent several hours on patrol, then back to the Trooper and then 'Bob' other deputy picked me up and off again for several hours of 'patrol' and a listening ear.

This continued for several years and gradually the opportunity to bring Jesus and faith into our discussion became a reality. Simple truths from the Bible, and eventually the privilege of praying together. In the years that pursued, 'Judy and Bob' really turned their lives over to Christ, and it was my

Video Download

Wish to enhance your chaplaincy program with video resources?

Video's may be download from our website:

icpc4cops.org
News and Views Tab

privilege to eventually perform their marriage to each other. They both remained deputies until 'Bob' ran for Sheriff and was elected. Then "Judy' became the Chief of Police of the small community and both are in these positions today.

Over time 'Judy' realized her spiritual roots in her Brethren Church and went back there, and as she shared her story of God's leading, eventually became the youth pastor. She also mentioned she recently preached her first sermon. I asked what the topic was and she said, 'healing.' How wonderful and special is that since that's exactly what God has accomplished in her life...over the years of crisis and wandering, God has brought her back to Himself and she has experienced His healing in her own life.

But the thrill is also to know that God continues to lead and move in her life, with the challenge of continued ministry while serving as 'Chief/ and also the possibility of taking some seminary classes in the future.

This is why Linda and I continue to do what we do... being a friend, source of God's hope and encouragement. And this is why we also thank you for being a part of this chaplain ministry through your prayer and financial support.

The story of these two friends continues and certainly I've

only had space to share a few of the highlights over the years. But God continues to lead both 'Judy and Bob.'

This story is why Linda and I have committed ourselves to this police chaplain ministry.

Thank you for being a part!

Chaplain Richard L. Johnson, Scotts Valley, CA.



IN MEMORIAM

“Our hearts and prayers are with the families.”

Chaplain Robert 'B.G.' Nevitt
Decatur, IL
DOD: 8/17/13



Condolences to:
Mrs. Brenda K. Nevitt
4030 E. Cantrell
Decatur, IL 62521

Chaplain Bernard 'Bernie' White
Elmwood Park, IL
DOD: 10/10/13



Condolences to:
Family of Bernie White
3020 N. 76 Court
Elmwood Park, IL 60707-1103

Chaplain Wilbert 'Bill' Cunningham
Past President
Tipon, IN
DOD: 11/21/13



Condolences to:
Mrs. Betty Cunningham
419 Southwood Dr.
Tipton, IN 46072-8461

The Universality of Police Chaplaincy

Chaplain Blair Dixon

There are a number of benefits that come with membership in ICPC. I consider the primary purpose of the organization to be that of providing quality training and a productive understanding in the role of the police chaplain.

The opportunity to attend and participate in the Annual Training Seminars also provides the experience of meeting and learning from chaplains from various and different cultures. The broad experience includes the understanding that police service is a universal reality.

Unfortunately, the human condition tends to keep us in the narrow and protected cocoon of our comfortable cultures. But the advancement of communication technology has made it increasingly more difficult for an individual to remain isolated and unfamiliar with the universality of the human condition. I am delighted that ICPC is part of that movement which brings individuals into the contact and support of others who also belong and participate in different cultures.

My wife, Karen (President of ICPC Auxiliary), after many years as an employee in the credit union system, decided to spend a few weeks as a volunteer in Malawi, Central Africa in 2011, and a few weeks in Ghana, West Africa in 2012. At the time of her retirement, the Canadian Cooperative

Association (CCA) invited her to return to Malawi and assist the staff of the Malawi Union of Savings and Credit Cooperatives (MUSCCO) for an extended period of time.



(Left to right) Chaplains Michael Murray, unknown, Blair Dixon, Charles Masambuka, Clement Matewera

Because the assignment would be for a five-month period, it was suggested that I join her in the adventure. We quickly accepted the invitation and left Canada early in January 2013. Karen had a reasonable understanding of the work that she would be doing. It was, therefore, important for me to establish some 'functional' contacts (to keep me busy in a useful manner). Along with my denominational Church, I made contact with the Malawi Police Service. Both communities were excited to receive my offer of volunteer service and I was warmly and sincerely welcomed when we arrived.

The Director of Spiritual Affairs for the Malawi Police Service has been in that role for seventeen years and the Deputy Director has been active for sixteen years. Shortly before my arrival, the Director had opportunity to visit the

chaplaincy program in South Africa and the Deputy Director had attended a training seminar in Kenya. The two visits were helpful to them in their appreciation and desire for a training program for their Service.

The anticipation of my arrival fostered an expectation that a member of ICPC will provide the leadership required for a local training seminar. The senior management of the Service is very sensitive to the need

for spiritual support in the lives of the police officers and their families.

Initially, the request for funding to plan the training seminars received a positive and encouraging response from the administration of the Malawi Police Service, and the Director immediately began to recruit additional chaplains for the training. Along with the Director and Deputy, four additional full time members were added to the team located at headquarters in Lilongwe. Although I did not receive an accurate count, there appeared to be approximately ten additional chaplains living in the Districts and villages.

Immediately upon my arrival in Malawi, we had a meeting to begin the planning. That was quickly brought to a halt when the Director was informed that the promised money is no longer

(Continued on page 11)

(Continued from page 10)

available. The plan was changed to include trips to the Divisions and Stations in the villages by a team of four chaplains from headquarters, including myself from Regina, Canada and as a representative of the ICPC.

Malawi is among the twenty-five poorest countries in the world. The dependency on foreign aid is extremely strong and important. The value of the Kwacha (currency) fluctuates daily at great rates. During our time, the interest rate reached 50%; a constable received less than \$100/month; the entire police service had no fuel for consecutive days on three occasions during our time.

The economic condition explains the need for particular concern to be directed toward the officers and their families. The struggle within the life of the police family and the deep presence of corruption among the members are priority concerns for the Inspector General. There is a definite need for a safe and secure financial program of savings and loans for the police officer and family.

Through the generosity of the Regina Police Service and many friends, Karen and I were able to provide the leadership that enabled the Malawi Police Service and MUSCCO to form a relationship and move toward creating a Police Credit Union (SACCO). The money sent from Canada made it possible for the chaplains to introduce

to the officers and spouses, who live in the villages and towns, the concepts of saving and loans and the value of having a credit union system available to them for membership.

There is now a need for follow-up by the chaplains. It is my intention to participate in that effort when Karen and I return in January 2014. My priority, however, will be in the desire to organize a Malawi Police Chaplains Training Seminar. We have received an indication of support from Kenya and South Africa to provide the necessary leadership in the training.

The real need, unfortunately, is FINANCIAL! The government is in a more severe financial condition than last year and is definitely not able to contribute toward a budget. I am in the process of searching for contributions that will bring the Malawi chaplains together for the valuable training that will enable each of them to be more effective servants to those who serve.

I am reminded, so many times over, as to the importance the annual seminars have played in the effectiveness of my chaplaincy; and I am convinced that the need is even greater among the chaplains in Malawi. I am inviting members of the ICPC police family to consider a contribution to this outreach for the encouragement and support of members who are less fortunate and in need.

Contributions can be made to the ICPC office for the appropriate receipt.

MEMBERS ONLY SECTION

To register for the Members Only Section of the ICPC website you must use the email we currently have on file.

HALL OF FAME

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

General Support

- James & Patsy Bagdanov
- John Wellons Berger
- Dave M. Casto
- Robert Cornelius
- Todd M. Doctor
- Harold Elliott
- Collis Fogle
- Robert C. Griner
- Robert E. Heath
- Bob Morgan
- Oak Ridge Police Chaplains
- Walter J. Schott
- Shomrim Society of Illinois
- William R. Wentink
- Stephen E. Wulf
- David M. Young

International Travel

- John E. Almond
- Stephen and Sharon Ashurst
- Dr. Wayne Roberts

Liaison ATS Dinner

Stu Nelson

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

For more information see Karen's blog, [Malawi 2013](#).

Submitted by Chaplain Blair Dixon, Regina, Saskatchewan, Canada

LINE OF DUTY DEATHS

EOW (End of Watch) Dates: August 16, 2013 through November 15, 2013



Sergeant Leonard Luna
Hawthorne Police Department, CA
EOW: Monday, July 8, 2013



Trooper William Keane
New York State Police, NY
EOW: Friday, August 23, 2013



Sergeant Derek Johnson
Draper Police Department, UT
EOW: Sunday, September 1, 2013



Deputy Sheriff Michael Freeman
Harrison County Sheriff's Office, TX
EOW: Sunday, September 8, 2013



Deputy Sheriff David Allford
Okfuskee County Sheriff's Office, OK
EOW: Wednesday, September 11, 2013



Police Officer Rodney Jones
Detroit Police Department, MI
EOW: Saturday, September 14, 2013



Police Officer Rod Bradway
Indianapolis Metro Police Department, IN
EOW: Friday, September 20, 2013



Deputy Sheriff Daniel Rivera
Broward County Sheriff's Office, FL
EOW: Saturday, September 21, 2013



Deputy Sheriff Dustin Hamilton
E Baton Rouge Parish Sheriff's Office, LA
EOW: Friday, September 27, 2013



Special Agent Joseph Peters
US Army CID, U.S. Government
EOW: Sunday, October 6, 2013



Police Officer Patrick Hill
Detroit Police Department, MI
EOW: Saturday, October 19, 2013



Acting Chief Nicholas Colabufo
Hawthorne Park Police Department, IL
EOW: Wednesday, October 23, 2013



Sergeant Jorge Garcia
Pharr Police Department, TX
EOW: Thursday, August 8, 2013



Police Officer Jason Schneider
Baltimore County Police Department, MD
EOW: Wednesday, August 28, 2013



Corporal Van Perry
Carthage Police Department, MI
EOW: Thursday, September 5, 2013



Trooper Paul Butterfield
Michigan State Police, MI
EOW: Monday, September 9, 2013



Police Officer Jamie Buenting
Rockwell City Police Department, IA
EOW: Friday, September 13, 2013



Investigator Michael Stockwell
Orange Beach Police Department, AL
EOW: Tuesday, September 17, 2013



Police Officer Jon Couthie
Laguna Beach Police Department, CA
EOW: Saturday, September 21, 2013



Detective Frank Lema
US DOD - NS Newport PD, RI
EOW: Thursday, September 26, 2013



Deputy Sheriff Billy Kennedy
Upton County Sheriff's Department, TX
EOW: Wednesday, October 2, 2013



Lieutenant Clay Crabb
Austin Police Department, TX
EOW: Wednesday, October 16, 2013



Deputy Sheriff Allen Kay
DeKalb County Sheriff's Office, Alabama
EOW: Saturday, October 19, 2013



Police Officer Keith Crenshaw
Eupora Police Department, MS
EOW: Wednesday, October 23, 2013

LINE OF DUTY DEATHS

EOW (End of Watch) Dates: August 16, 2013 through November 15, 2013



Police Officer Robert Bingaman
Asheville Police Department, NC
 EOW: Tuesday, October 29, 2013



Police Officer Casey Kohlmeier
Pontiac Police Department, IL
 EOW: Wednesday, October 30, 2013



Police Chief Steven Fleming
Gainesville Police Department, TX
 EOW: Friday, November 1, 2013



Reserve Officer Robert Libke
Oregon City Police Department, OR
 EOW: Monday, November 4, 2013



Patrolman Edward Wehe
Delaware County Police Department, PA
 EOW: Friday, November 5, 2013



K9 Max
Miami Gardens Police Department, FL
 EOW: Friday, September 13, 2013



K9 Draco
Pontiac Police Department, IL
 EOW: Wednesday, October 30, 2013



K9 Maco
Dinwiddie County Sheriff's Office, VA
 EOW: Wednesday, October 30, 2013

Memorial Bible Program

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

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

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

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



Bible Presentation

Upon receiving the request to deliver a Memorial Bible to the family of **Officer Keith Crenshaw** who was killed while in the line of duty, I called the police chief of Eupora, MS, and sought out the best day that I could drive to the city and meet with the survivor.



Left to right—Chaplain Daniel Anderson, Larry Crenshaw and Chief Gregg Hunter

Tuesday, November 19th was thought best and would probably be the operative day to show our condolences to the family that had lost their loved one.

My mind raced through the night about what would I say, what could I say that would at least show how much this man meant to those he tried to protect and how much we appreciated that he placed his life on the line each and everyday. I awoke at 4 am and decided to leave because it was a 4 1/2 hour drive from where I live. I prayed on the way for guidance. I arrived at 8:45 and was met quickly by Chief Gregg Hunter and others of the Eupora police force. After explaining to Chief Gregg who

I was and who I was representing (ICPC), he called the father of Keith Crenshaw, Larry Crenshaw and we had a time of remembrance of the life and duty of the deceased officer. I felt him to be a man who loved and respected his son but seemed proud and not angry at the incident. After almost 30 minutes being there, I requested a picture, said my goodbyes and headed back home. I know it seemed along way for me to travel but what a small price to pay when looking at how much Keith Crenshaw gave for his community. God bless all our law enforcement throughout this great land.

*Chaplain Daniel Anderson,
 Perkinson, MS*

Annual Training Seminar

July 14-18, 2014



Columbia Marriott

1200 Hampton St
Columbia, SC 29201
(\$115 + taxes per night)

Free Parking & Internet throughout Hotel



Reservations Online —>[Here](#)

Or call: 800-276-7415

Mention ICPC

Airline Entry Point: Columbia Metropolitan Airport (CAE)

**Basic/Enrichment/Liaison/Advanced Course Fees TBD
Spouse & Children Fees TBD (Excursion Fees Separate)**



Y'all Come and Enjoy Real Southern Home Cooking & Hospitality!!!



www.icpc2014ats.org

Chaplain Appointed Bishop

Metropolitan Archbishop and Presiding Prelate, The Most Reverend, John Lupoli, Jr., Th.D., of the World Council of Independent Christian Church has named the Rev. Robert Fiers to be the first bishop of the Archdiocese of Indiana as of March 15, 2013. Bishop Fiers was consecrated to the Episcopacy by Archbishop Lupoli on May 19, 2013 in Jacksonville, FL. Assisting Bishops were Everett Caldwell of Ohio and Jerry E. Herald of Florida.

Biography of the Most Rev. Robert Fiers, Th.D.

Bishop Fiers is a native of West Lafayette, IN and currently resides in Indianapolis, IN. He served as a pastor and chaplain for 23 years before being consecrated to the Episcopacy. For his Episcopal motto, Bishop Fiers chose the motto of the ancient Knights Templar, "*Non nobis Domine, non nobis, sed nomini tuo da gloriam* (Not to us Lord, not to us, but to Your Name give the glory).

Bishop Fiers has served the Church in a variety of ways included those of parish pastor, parish administrator, law enforcement chaplain and military chaplain. In all these ministries he has seen his life as a call to service to God.

Early Life

Born December 3, 1961, Bishop Fiers is the only son of the Virginia L. Fiers and late John L. Fiers, Jr. He lived in West Lafayette, IN until 1993.

Academics and Vocation

Bishop Fiers graduated from William Henry Harrison High School in West Lafayette, IN and immediately began studies at Purdue University. He graduated in 1983 with a Bachelors Degree in Finance. He completed a Masters Degree from Indiana Wesleyan University in 1989. He was awarded the degree, Doctor of Theology with a concentration in the episcopacy from Mount Sinai International Seminary in 2013.

Bishop Fiers started his career in the banking and real estate industries but felt the call of ministry. He has served churches in Romney, Lafayette and Indianapolis, IN. He joined the Marion County Sheriff's Department in 1997 as a chaplain and then was transferred to the Indianapolis Metropolitan Police Department in 2007 upon the merger of those two agencies.

Since 2006 he has served in the Indiana Guard Reserve as a chaplain, holding the current rank of Major and is the Deputy Staff Chaplain for the state of Indiana. Bishop Fiers serves as the International Treasurer of the International Conference of Police Chaplains, a professional organization promoting education and training, a position he has held since 2005.

Family

Bishop Fiers has been married to Marlene Ann Fiers, since July 30, 1993. Together they have five grown children.



Female Chaplains

(Continued from page 6)

However, having both a male and female chaplain to comfort the mother, father and other family members of the deceased individual provided a more holistic approach to care. We were both able to provide reassurance, comfort and consolation. I did so by sitting with family members, holding their hands and empathizing with those suffering while my male counterpart chaplain spoke of God's promises and hope. Care

was expressed differently but both approaches were needed.

Chaplains have unique set of skills and ability to handle difficult situations, see things that most people aren't willing to see nor deal with; that role is not specific to male or female. However, females do express power, connectedness and emotions distinctly. As chaplains we must seek out and encourage partnership and see our gender differences as a gift.

I currently co-lead a regional network of over thirty police chaplains here in the Los Angeles area. In that network I have seen the gift of complimentary gender strengths working side by side. Together we can provide a full balance of care, compassion and strength to those affected by critical incidents in our departments and community.

Chaplain Mary Glenn, Pasadena, CA



(Continued from page 8)

piece of pipe and Christ is the water. People don't care how water gets to them, just that it does and that it tastes good."

Although the award was presented to Kish, he is quick to point out that the honor is not his alone, but is in honor and recognition of the church's chaplaincy program. The award recognizes the powerful, positive impact the program has had in its ministry with the police and to the community.

Anderson recalls the situation where he contacted Kish to begin the program (that Kish had suggested) with Cumberland County police because the timing was now right.

"We had three staff members who were involved with serious battles with cancer," Anderson recalls. "Morale became an issue with other employees - all wondering what was going on. I contacted Pastor

Kish, because I knew it was the right thing to do. He started the [chaplain] program in the office and we now have two other chaplains assigned to my office; one who spends a lot of time in the courtroom and another who is part of a ride-along program."

Kish believes that one of the key factors in the selection of their program for the award was a recent booklet he and his wife Michelle created called, "Caring for You."

"What does a police officer say to someone when he or she informs a person that a loved one has been killed?" Kish asks rhetorically.

"We created a unique, customizable booklet that covers every situation, providing a warm letter of condolence that is designed to be hand signed by the police chief for the notification officer to place into the hands of survivors." Kish says the booklet is already being used by many police departments, EMS units and coroners in Central Pennsylvania, with pastors also making requests for the booklet.

Although the recognition by the NSA could be seen as an indication that the chaplaincy program "has arrived," for Kish and his chaplains, they see it differently. Instead of seeing the award as the destination point, they see it more like a launching pad into greater ministry.

"With this kind of recognition, the program has received an endorsement that I believe will open many more doors of opportunity to minister," Kish says. "During the NSA convention, our program was clearly presented to NSA mem-

bers. And with this kind of endorsement, I believe more agencies and communities are going to be much more interested and open to what a chaplaincy program can do for them."

But even as Kish and his chaplains are seeing more opportunities for the chaplaincy program and resources, they continue to press forward. "We hope by this fall we'll have a phone number manned by a trained volunteer, that any person in Central Pennsylvania, who experiences a death of a loved one, can call and reach someone who will listen to them, empathize with them and offer to pray with them."

Reprinted with permission.

WELCOME TO THE 21ST CENTURY

Everything is becoming LESS...

- * Phones ~ Wireless
- * Cooking ~ Fireless
- * Cars ~ Keyless
- * Food ~ Fatless
- * Tires ~ Tubeless
- * Dress ~ Sleeveless
- * Youth ~ Jobless
- * Leaders ~ Shameless
- * Relationships ~ Meaningless
- * Attitude ~ Careless
- * Wives ~ Fearless
- * Babies ~ Fatherless
- * Feelings ~ Heartless
- * Education ~ Valueless
- * Children ~ Mannerless
- * We are ~ Speechless
- * But still our hopes are...

ENDLESS

NEWS & NOTES

Chaplain John W. Berger recently celebrated his 93rd birthday!

Still going strong in San Jose, CA serving as a retired law enforcement chaplain, as well as the USS Hornet Museum.

His address is available on the Membership Roster for those who'd like to drop him a note or card.





Commemorating First Responders

A program honoring fallen heroes in our communities

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

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

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

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

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

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

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

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

How the program works

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

Wilbert.
Commemorating Life with Respect™



ICPC REGIONS



REGION #	COMPOSED OF	PHONE	DIRECTOR	ELECTED
1	Canada—Canadian Chaplains Association	519-727-6705	<u>Chuck Congram</u>	2010
2	Alaska, Idaho, Montana, Oregon, Washington, Wyoming	541-410-6128	<u>Jim Crowley</u>	2010
3	Iowa, Minnesota, Nebraska, North and South Dakota	218-929-1110	<u>Steve Breitbarth</u>	2012
4	Illinois, Indiana, Kentucky, Michigan, Ohio, West Virginia, Wisconsin	614-878-5353	<u>Leo Connolly</u>	2012
5	Connecticut, Delaware, District of Columbia, Maine, Massachusetts, Maryland, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont	732-928-8847	<u>Dan Schafer</u>	2003
6	Arizona, California, Colorado, New Mexico, Nevada, Utah	623-243-9855	<u>Terry Olthoff</u>	2013
7	Arkansas, Kansas, Louisiana, Oklahoma, Missouri, Texas	417-434-8015	<u>David Schepper</u>	2008
8	Alabama, Florida, Georgia, Mississippi, North and South Carolina, Tennessee, Virginia	334-806-5707	<u>Leon Adams</u>	2003
9	Hawaii, Australia, New Zealand, Pacific Area	808-395-9914	<u>Andy Kikuta</u>	2009
10	Europe - Ambassador Christy Smith			
11	Africa	254-722-733804	<u>Kibinge Wa Muturi</u>	2003
12	Caribbean	876-819-3902	<u>Gary Welsh</u>	2010

Peer Support

(Continued from page 7)

Ministry is all about doing what God has called us to do under whatever circumstances we face. Wherever you are, in whatever ministry you are in, whatever you are facing, remember, God is with you.

After the hurricanes I represented ICPC in Baton Rouge and New Orleans to work with officers and families affected by the devastation. Officers in Louisiana were faced with the job of serving their communities under the most ad-

verse conditions while wondering if their families and homes had survived. These officers showed incredible courage and strength. They were tempted to say, "I can't do this anymore." It was the grace of God and those in the ministry who were willing to take time and listen that helped them refocus and continue on to face another day.

If you are discouraged today, I am here to let you know that you are making a difference in someone's life even if they never tell you. Find someone to talk to and don't give up! Your efforts do not go unnoticed by those around you.

May you be blessed as you serve!

Chaplain Cyndee Thomas, Roseville, CA



2015 ATS

California

Doubletree
2001 Point West Way
Sacramento, CA
July 13-17, 2015

1-916-929-8855

Regional Training Seminars 2013-2014

Area	Dates	Location	Contact Information
Canadian Chaplains Association	October 21-25, 2013	Saint John New Brunswick	Chuck Congram 519-727-6705 chuckcongram@sympatico.ca
Region #2	January 6-9, 2014	Cannon Beach Christian Conference Center 289 N. Spruce Cannon Beach, OR 97110	Jim Crowley 541-410-6128 jbcrowley@bendbroadband.com Jerry Gaidos 503-791-1705 clatsopcochaplain@gmail.com
Region #3	October 22-24, 2013	Mankato DPS 710 South Front Street Mankato, MN 56001	Katie Menne, Coordinator 507-327-1938 krmenne@yahoo.com
Region #4	March 10-12, 2014	Holiday Inn Express Janesville, WI	Sean Jauch, Coordinator 608-728-0137C jauchers@gmail.com
Region #5	April 27-29, 2014	Bongiorno Conference Center 430 Union Hall Road Carlisle, PA 17013	Dan Schafer, Regional Director 732-928-8847 vernad@optonline.net
Region #6	October 14-16, 2013	Sun River Church 11223 Trinity River Drive Rancho Cordova, CA 95670	Marty Hills, Coordinator 916-993-7785 marty@sacchaplains.com
Region #7	April 8-10, 2014	Holiday Inn Express 150 Aquarium Drive Jenks, OK 74037	Greg Ables, Coordinator 918-704-6096C whithay@aol.com
Region #8	July 14-18, 2014	ATS Marriott Columbia, South Carolina	David DeDonato, Coordinator 803-206-4702C dmd777d@gmail.com
Region #9	October 22-24, 2014	Glad Tidings Church 113 Kuawa Street Hilo, HI 96720	Renee Godoy, Coordinator 808-896-6670C reneegodoy8@gmail.com

Hosting an RTS

Have you ever thought to yourself, “I must be crazy for agreeing to (fill in the blank)”? I can honestly say that I never even thought that when it came to hosting Region 3’s Regional Training Seminar.

When I was asked back in January of this year, if Mankato would like to host this year’s Regional Training Seminar, I did not even hesitate! Maybe it’s my personality, or maybe because I had a moment of lapse rational thinking...but I said YES! I feel very honored to have been asked to be the host city for such an event. Training, fellowship, and community are all very important to our work as

Chaplains. When we gather, we gain new insights, new friends, and a renewed sense of calling and love of chaplaincy.

It was a great experience for me personally. I connected with our local visitor’s bureau, and they were immediately helpful. By connecting with them, I was able to have assistance with hotel accommodations, visitor “goodie bags,” and our “Save the Date” cards. ICPC was instrumental in helping me put my “ducks in a row” and always had time to help me and answer all my questions (like, a million of them!) I was never alone in this venture! I won’t say it wasn’t a lot of work; however, it was amazing and rewarding work!

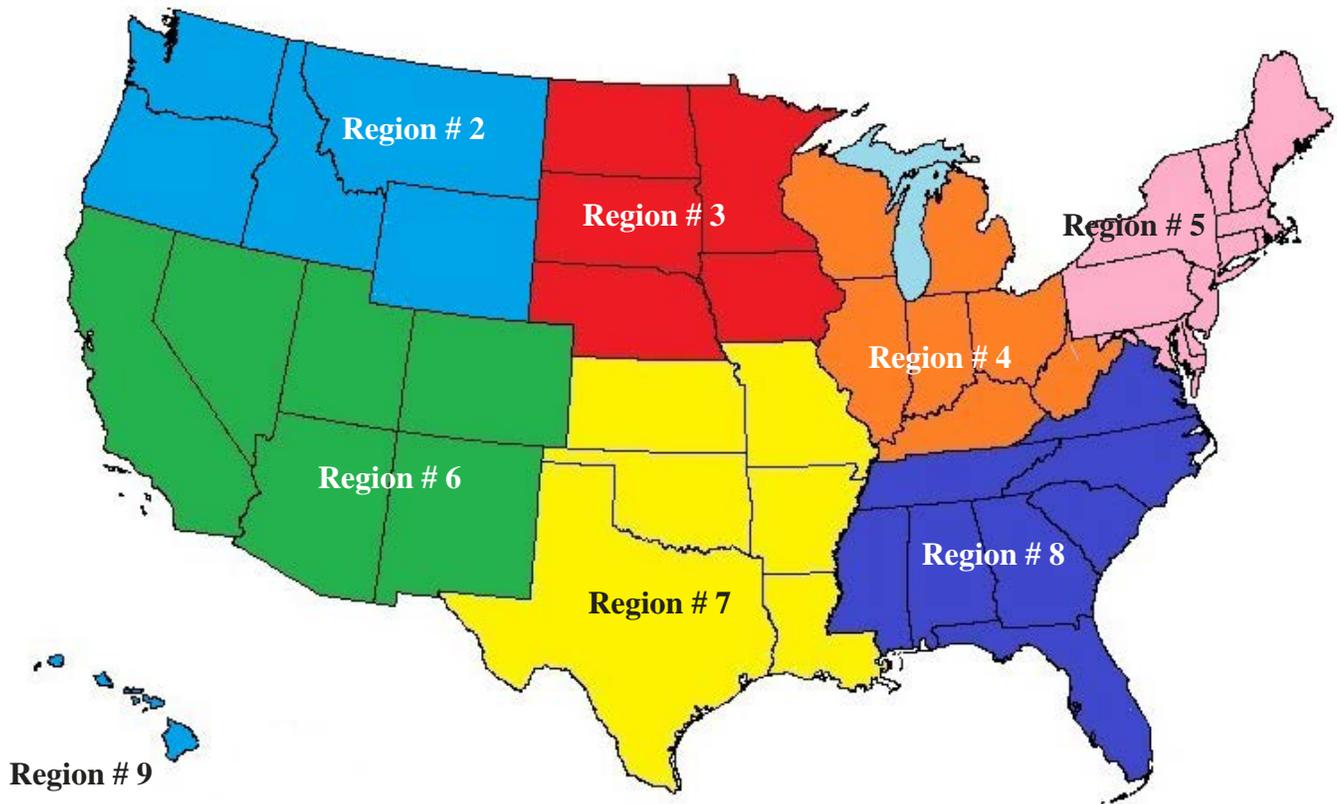
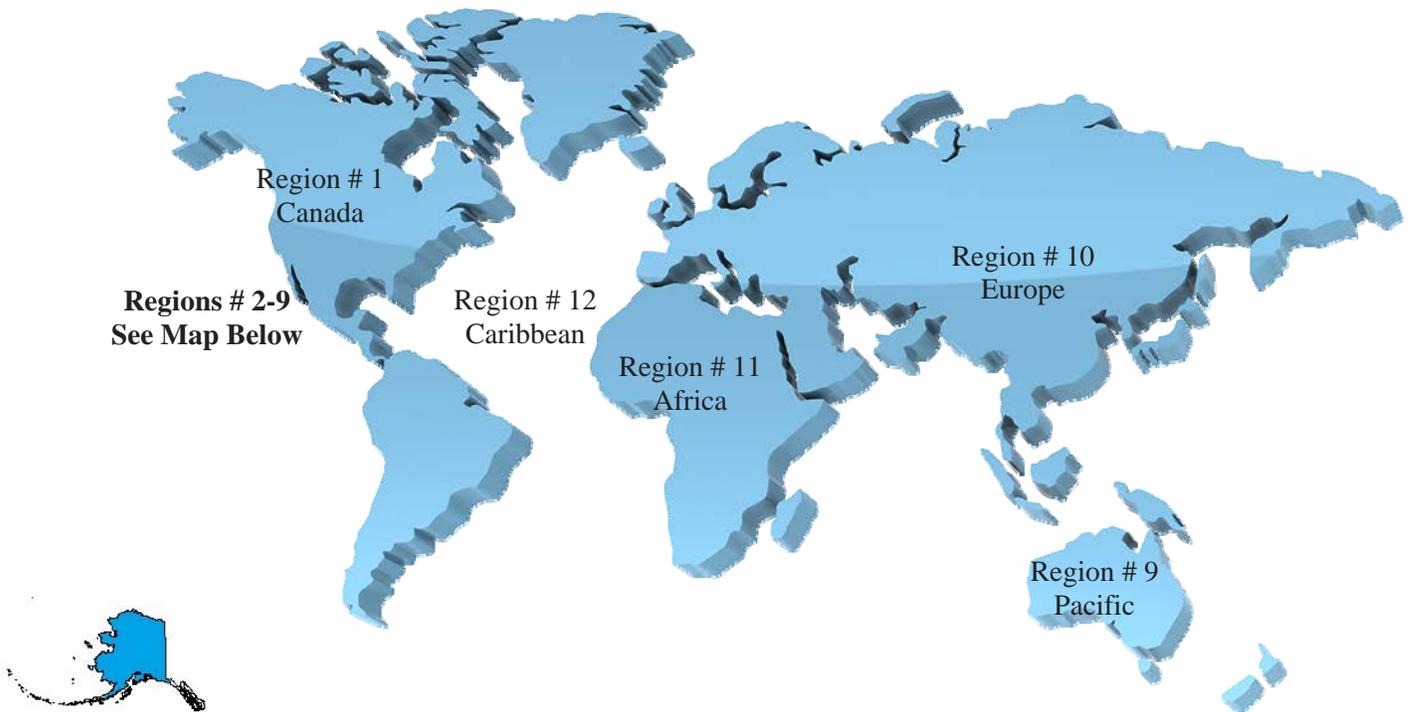
To see and hear everyone at the conference enjoying themselves, the food, and the speakers, was very rewarding and humbling. Our team was, and is, honored to have been asked to be the host of this year’s Region 3 RTS. It was an amazing experience, and I hope that you have the chance to one day say “YES” to be an RTS host. It is an amazing work of the Spirit that will fill your heart and soul!

Chaplain Kathleen R. Menne, Mankato, MN





International Conference of Police Chaplains REGIONS





THE ICPC STORE IS NOW UP AND RUNNING!

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

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



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

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



**visit the store link on the ICPC home page
or directly at www.teamgear.us/icpc**

Scan this code with your smartphone to go directly to the online store

