

# The ICPC Journal

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

**March 2011**

# JOURNAL



“Developing Professional  
Chaplains Through Dynamic  
Education and Support”

## PRESIDENT'S PERSPECTIVE....

A message from  
Cyndee Thomas,  
President of the International  
Conference of Police Chaplains



Greetings to you all. I pray this finds you and your loved ones in good health as the New Year begins.

As 2011 begins we see that the difficult times for the men and women in law enforcement that we so humbly serve continues. The unofficial count for law enforcement line of duty deaths in 2010 was 162, a 40% increase from 2009. 2011 looks like it could be even worse as in January there were 14 deaths, 10 attributed to shootings, which was another 40% increase over January 2010. Those men and women just went to work that day to keep our communities safe and never went home. I say this to remind you that the role of the Chaplain is more important than ever. Many of you dealt with unspeakable sorrow as you assisted family members and department personnel. My prayers continue to go out to each of you as you offer the ministry of presence, peace, purpose and love to all you encounter. Please remember to take time for you, time to get refreshed and encouraged. In order to continue your work you must also take care of yourself! If you need to talk, contact our PEER support team leader, Bob Cornelius. He will get you connected with someone who has a listening ear. Thank you for the very important work that you are doing.

I would also like to thank you for your faithful support of the ICPC. While ICPC is an organization it is the members, YOU, who make us what we are. As your President, I have had the privilege to meet so many of our members all over the country, in Canada and in Jamaica. I have learned many things from our members, but mostly what I have learned is that no matter where I travel, no matter how large or small a department, no matter how large or small the Chaplain Corps, the attitude is the same...."help us help the men and women in law enforcement that we serve". I believe that ICPC is the best organization to do just that. If you need information, help or any resource call the Destin office and they will get the information that you need! Our staff in Destin continues to do a superior job in assisting our members. I know this because members continue to praise our Destin staff whenever they get a chance and wherever I go.

In January I traveled to the RTS in Region 2. This was a beautiful setting on the coast of Oregon and the travel through ice, rain and snow was well worth it! A special thanks to Region 2 for covering all costs for me to attend their RTS. The theme of Caring for the Chaplain was well received and very timely! The RTS also brought "The Pain Behind the Badge" presentation. This was incredible. Every officer and Chaplain should see this! If you are looking for a valuable 1 day presentation check their website - [www.thepainbehindthebadge.com](http://www.thepainbehindthebadge.com). They are well worth the investment.

Also, in January the Executive Committee met for the mid-year meeting. In order to save money and cut expenses it was decided to

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corporation in the State of New Mexico

International Office:

P.O. Box 5590

Destin, Florida 32540-5590

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

Email: [icpc@icpc.gccoxmail.com](mailto:icpc@icpc.gccoxmail.com)

Website: [www.icpc4cops.org](http://www.icpc4cops.org)

meet at the Dallas Hyatt Regency rather than at the ATS Host Hotel in Jamaica. The hotel is hoping to get our business for a future ATS and we were treated very well, including breakfast and lunch each day and comped rooms for those of us that stayed at the hotel. This was a tremendous help and enabled all of us on the Executive Committee to be able to not request any reimbursement from ICPC for any expenses at the ExCom meeting. You should have received the letter from me asking that you pray about making a donation to help ICPC. We have taken many cost savings steps as the letter indicates and I believe that ICPC will soon see the light at the end of the tunnel, we just need your help to achieve our goals more quickly. If you have not seen the letter it is posted on the website or can be sent to you by email. It was also decided by the Executive Committee to halt the process of the website development and DVD development until ICPC is in a better financial position. Special thanks to Steve Norden and his committee for the great job they did bringing the marketing companies to us, but we must be financially responsible in our decisions and before proceeding.

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# KIT Korner (Keep in Touch)

A Members Forum



## Cape Girardeau Law Enforcement Expands Chaplain System

Missouri Law enforcement officials in Cape County, the City of Jackson and the City of Cape Girardeau signed an agreement which forms the Cape Girardeau County Chaplains Unit. Currently, chaplains volunteer their time to the community. This new organization makes these chaplains more readily available to any of the entities. These chaplains are ordained or licensed ministers of recognized churches or denominations in Cape County. **Their duties include** helping traumatized citizens or officers understand what to expect following an incident, and provide a calming

compassionate outlet for traumatized citizens and/or officers and personnel. Signing the agreement are, seated from left: Jackson Police Chief James Humphreys; Cape County Sheriff John Jordan; Cape Police Chief Carl Kinnison; and Cape Assistant Chief Roger Fields. Standing from left are the participating chaplains: Rob Mehner, Johnny Thomas, Fr. John Harth, Shawn Wasson and Fr. Patrick Nwokoye. Not pictured is Luther Rhodes.

## Chaplain Jack Poe Is Inducted into Oklahoma Law Hall of Fame

Chaplain Jack Poe of the Oklahoma City Police Department has served as the voice of comfort and reason to the men and women of law enforcement for 26 years. Born February 8, 1941, in Little Rock, Arkansas, he and his wife, Phyllis, have been married 49 years and have 2 children, 3 grandchildren, and 2 great-granddaughters. Chaplain Poe has a B.A. in Sociology from the University of Central Oklahoma, a BD from Southwestern Baptist Theological Seminary, Ft. Worth, TX, and his

Doctor of Ministry from Phillips University in Enid, OK.

**Chaplain Poe began** his law enforcement service with the Oklahoma City Police Department in 1984. Chaplain Poe is dedicated to serving and assisting law enforcement not only in the Oklahoma City area, but in communities throughout the state. He not only responds to the needs of active officers and families, but also serves the retirees as well. Chaplain Poe was a tremendous asset during the Murrah bombing incident and to New York City following the 9/11 attack in 2001. Chaplain Poe is certified as a "Field Traumatologist" and "Compassion Fatigue Specialist" and his presence during these incidents allowed first responders and volunteers to stay focused and comforted during these trying tragedies. Chaplain Poe has served as President of the International Conference of Police Chaplains, received the National Crime Victims Service Award, the **John A. Price** Excellency in Chaplaincy Award, and the Oklahoma City Police Department's medal for Meritorious Service.

## Important ATS Booking and Registration Information

- **Rose Hall Resort** number to call to book your reservation **1-866-799-3656** be sure to provide the ICPC Group Code: "**ZZICP**" The Hotel Cut-off date is **June 9th, 2011**
- **ICPC Registration** fee cut-off is **June 16th, 2011** "**MUST PRE-REGISTER FOR THIS ATS BEFORE JUNE 16TH**"



## Out of Africa

# PacPac 2010 Meeting Seeks Police Chaplaincy Skills

By DAN NOLTA

**International Ambassador and Past ICPC President**

As PACPAC 2010 drew to a close, I sat with a police officer from south Sudan. I listened as he shared his fears of returning to Sudan and the impending election that was sure to be called in favor of splitting the north Sudan and south Sudan. He was equally

sure that the election would bring about further war and bloodshed between them. I listened, sorrow rending my heart and mind as he shared what war might mean for his family. PACPAC ended, I came back to America, the elections were held, results yet to be announced and the impending doom still lingers on the horizon. I have been reminded over and over again that our brother and sister African police chaplains struggle against much that is only newspaper articles for most of us. Their national police services continue in their battle against both internal forces of corruption and outer forces of those to whom the police are only an obstacle to their crime.

**But in my mind** the smiling faces of Christian police officers and chaplains gathered from the African countries of Botswana, Burundi, Central Africa Republic, Ghana, Malawi, Namibia, Nigeria, South Africa, Sudan, Tanzania, Zambia and Kenya, supersede the gloom. Throughout PACPAC 2010, gathered in Nairobi, Kenya at the School of Monetary Studies, these delegates and the others from the United Kingdom, and the United States, sang and praised learned and shared with each other in open joy for the privilege of being a part.

PACPAC 2010, ably led by Chairman Pilote Sebastian of Burundi, Executive Secretary, Kibinge wa Muturi of Kenya and International Christian Police Fellowship Chair, Simon Werrett was opened on October 25<sup>th</sup> and ended on the 29<sup>th</sup>. In the part of the closing resolution that is germane to us chaplains they stated:



**Dan Nolta presenting the ICPC Presidential coin on behalf of President Cyndee Thomas, to Kenya National Police Commissioner Matthew K. Iteere.**

**We identify a need for the establishment of chaplaincy in all African countries and to improve the training and leadership skills of African chaplains. This is a priority to enable the chaplains to cater to the spiritual needs of officers.**

**We will seek to provide further opportunity for training, regular meetings and conferences for chaplains. This will enhance the relation-**

**ships between individuals and countries.**

**We will regionalize the leadership of the African Chaplaincy on the following basis: Southern Africa (South Africa representing), Western Africa (Ghana to represent), Eastern Africa (Kenya to represent), Central Africa (CAR to represent). The leadership should be reporting to the secretariat.**

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We are indebted to our Assistant Executive Director of ICPC for Africa, Kibinge wa Muturi for his tireless and selfless efforts on behalf of ICPC and the nations of the African continent. Under his leadership there are now more than fifteen countries that have chaplaincy programs. Never was this more clear to me than when the chaplains were called to an evening meeting at PACPAC. The room filled and filled and then overflowed as some 56 chaplains began to share their needs with me and Kibinge. We remembered that at the first PACPAC, compared with the four at the first PACPAC some ten years ago. As we shared in that too crowded room, the overwhelming request for me to bring home was TRAINING, they needed and wanted training.

**I came away with great gratitude....gratitude** for a fellow chaplain like Kibinge, gratitude for the ICPC's informal partnership with PACPAC that has borne fruit over the years. And I was grateful for the opportunity to be a witness to the growth of chaplaincy on the African continent.

# CIA's Leon Panetta Views Chaplaincy

## *Editor's Note*

*This article is taken from an address given by CIA Director Leon Panetta to a training session of more than 300 Chaplains on November 15, 2010.*

On behalf of everyone here at CIA, we're honored to host this event. Our Agency has a deep appreciation for the work of our public safety and military partners-and for the crucial support that chaplains provide.

There's a story I often tell to make a point about civic duty and public service. This is an especially good audience for it-it's about a rabbi and a priest.

**The rabbi and priest** decided they should get to know each other better. So one evening they went to a boxing match, thinking that if they went out

together and talked to each other, they'd better understand the other's religion. Just before the bell rang, one of the boxers made the sign of the cross. The rabbi nudged the priest and asked, "What does that mean?" The priest said it doesn't mean a damn thing if he can't fight.

Many people bless themselves with the hope that everything's going to be fine and that things will always work out. But frankly, it doesn't mean a thing unless committed citizens are willing to fight for it.

We have police and other first responders who fight every day for the safety and well-being of their community. We have soldiers who fight for America's freedom and security. And we have intelligence officers who fight alongside their partners in uniform-more than at any other time in our history.

**Chaplains are essential to that good fight.** You are dedicated public servants, willing to go wherever your talent and skills can be of greatest comfort.

CIA's Chaplains: in any emergency, just as the need arises to restore order or provide medical care, there's also a need for spiritual comfort. We're fortunate to have colleagues like you devoted to that critical role.

Some outside our Agency might think it's odd that the CIA would have a chaplain corps. But the truth is that many of our officers put their lives on the line every day. They can be away from their families for a very long time. They need spiritual help and guidance as much as anyone.

Our twelve volunteer CIA chaplains are very generous with their time in supporting our officers. They're assigned to our Office of Security, but they're a resource for our entire Agency. They represent a wide variety of faiths: Catholic, Protestant, Orthodox, Jewish, Muslim, and Buddhist. In fact, our Buddhist nun was ordained by the Dalai Lama himself.

**Continued on Page 14**



**Some of the more than 200 PACPAC 2010 Delegates from across the African continent.**



# Christy Smith reports from Haiti

*The following is intended to help us in our understanding of the needs and difficulties in Haiti. It is not in any way designed to comment on the politics or policies of Haiti or any agency mentioned.*

## **Christy and Linda Smith**

One of the most important things we all need to know about Haiti is that everything is fluid and liable to change. Haiti is very fragile at the moment because of the elections and the return of former presidents. Jean-Claude Duvalier (nicknamed "Baby Doc" because his father of the same name preceded him) is back and now rumors abound about Jean-Bertrand Aristide returning to form a coalition with other former despots. However everything always seems to move on and the country has learned not only to survive but also to even manage some progress. Most of the schools and hospitals are open and transport moves freely. Rubble is moved and the locals are building houses and small shops. That being said, the promise of the massive building program funded by the United Nations is stalled. The international community has pledged 6-billion U.S. dollars to help rebuild the nation (now you know why 67 candidates ran for president) and President Clinton is leading the distribution process. I had an opportunity to talk with him about the needs of police officers and will be contacting him again as he showed a lot of interest in our work with police officers. The city is relatively safe if proper precautions are taken and you can travel freely.

**Since we arrived in Haiti on the 25<sup>th</sup> of January, 2010**, we have worked under the authority of the Minister of Public Safety, who is responsible for the National Police. Although influenced by the U.S. police, the UN is the main policy maker for Haiti. The UN police force is made up of members from all UN nations but has a big French and Canadian contingent due to the language. Haitians speak Creole and French. The more educated people speak English, European French and Creole, however the majority of people speak only Creole. French speakers do not necessarily understand Creole, so it's wise to use local people to translate.

We have a good working relationship with the DCPJ (a police unit similar to the FBI), the SWAT team and the police academy. I have had the privilege of meeting all the senior police chiefs and all of them have some knowledge of the help we have given to the police. Since the earthquake we have distributed food, tents, medicines, mosquito nets and various other products to the DCPJ and the SWAT team. We have also helped the police academy with a protocol to combat cholera and given them chemicals to disinfect latrines. We did similar programs in the ladies prison and DCPJ HQ to help protect law enforcement officers from Cholera. To date, 15-20,000 people have died due to the outbreak. Most people believe that the Nepalese soldiers brought the cholera.

**The presence of the United Nations is clearly needed** but is also resented by most Haitians, including the government and police. For the Haitians they are seen as a necessary evil that holds all the money and power. UN police officers can get 80-120,000 U.S. dollars salary per year, whereas a Haitian police officer gets a fraction of that. Some officers get \$3,500.00 (U.S.) per year. The UN has 6-8,000 police and tens of thousands of other personnel. The UN has its hand in every part of Haitian society and influences all policy-making. I have met with the Commissioner and his deputy and both of them are happy for us to help develop awareness of police chaplaincy.

Although the situation is not what we would call normal and we will have to proceed with wisdom, the need of chaplaincy is enormous. The spiritual and emotional needs of police are not being met. Police officers do not have the much-needed support that chaplaincy brings. I have met some of the greatest police officers I have ever known in Haiti, and could tell you countless stories of heroism, diligence, fairness and honesty. Men and women dedicated to law enforcement with seemingly no help from government and no resources work with out-dated weapons and no spare ammunition. One friend of ours in the DCPJ has a 1911 Springfield .45 with six rounds of ammunition. Morale is low, resources non-existent, yet many

Haitian men and women wear the blue uniform with pride and a great desire to protect law-abiding citizens.

**When we visited Haiti in January of this year**, 3 officers were shot dead for no other reason than to steal their service weapons, probably as out-dated as my friend's 1911. One Inspector whom I met told me how he had pulled his dead wife and daughter out of the earthquake rubble, buried them, and then clocked-in for his shift.

I believe that police chaplaincy will have a very positive effect in Haiti and make an enormous impact on the life of law enforcement personnel. It is a goal well worth pursuing. With the expertise and history of ICPC, I think we are ideally placed to help develop a credible police chaplaincy there. The challenges in Haiti will help us fulfill our mandate to be intentionally international. On the last day of our most recent visit, I had the privilege to address 700 police cadets who will graduate during the summer. It was wonderful to see such enthusiasm and interest as I talked about ICPC and our work with police officers around the world.

I would like to suggest a few next steps. I would like feedback from David Fair, draw on his wealth of experience in chaplaincy, discuss possible dates when we can be in Haiti together to build upon what we have achieved, and further build relationships and distribute information in the native language (I have access to a professional translation agency). I also think it is important to draw on the International Committee, of which I am a member, to request the help of our Jamaican friends. Jamaican culture is far closer to Haiti's culture than ours. I know that Haiti is a part of the Caribbean nation alliance with Jamaica.

The best inroad we have is from General Maxine in the Police Academy, along with the commanders of DCPJ and SWAT. This represents 3 of the 7 agencies that make up the National Police. I look forward to discussion and suggestions regarding these matters. Although we have come a long way, we still have work to do. The 2011 ATS may be a good time to make a solid plan.

**Christy Smith, ICPC Ambassador to Europe, is on the International Committee.**

# *The Commandant Speaks*

## **Better Training Better Jamaica CF**

**By: Anika Richards**

What started out as a father's dream, has become the reality of a son. Senior Superintendent of Police (SSP) Gary Welsh, with his father's prompting, joined the Jamaica Constabulary Force (JCF) at age 17 and is now the man at the helm of the Jamaica Police Academy (JPA).

"I was too young to become anything other than what my father wanted me to become," said SSP Welsh with a smirk on his face. "That is what brought me here (the JCF), but when I got here, I found out that this is, in fact, what the Lord had in store for me."

Today, he is the facilitator of the institution he describes as the "cradle" of the JCF, which has two campuses, one at Twickenham Park in St. Catherine and the other at Tranquillity Bay in St. Elizabeth.

"A lot of persons misinterpret the JPA as the training branch, but in fact, the JPA is just a part of the training branch, because the training branch takes in other training entities," SSP Welsh told the Police Mirror. "The JPA is the gateway to the JCF."

As the Commandant, SSP Welsh is responsible for the day-to-day operations of the JPA, the starting point for all entrants to the police force, whether as police constables or members of the Island Special Constabulary or the District Constabulary.

According to SSP Welsh, major issues in policing today are human rights and fairness. Therefore, the academy plays its role in emphasising these vital elements during training by treating the recruits as adults.

The recruits who are gearing up to accept the challenge of serving, protecting and reassuring the Jamaican people, are therefore instrumental to the programme. However, SSP Welsh remains confident, because several students have been living up to expectations. He

is also encouraged because the JPA is committed to recruiting the best and the brightest.

"You will see documentation to the effect that you require four O'Levels to enter the JCF, and in fact, that is so. If you have four O'Levels, and you show up at the recruiting centre, you will be given the entrance test," SSP Welsh told the Police Mirror. "How far that will take you, I am not sure, because we do have applicants -with first degrees and even Master's degrees who are trying to get into the police force. Therefore, our thrust now is to stay with a strategic direction and recruit the brightest and the best for the JCF."

"We have demilitarised training, so when you come to the JPA, you will get the impression that it is a university, and that is in fact what it is," said the Commandant.

"Therefore, many of the responsibilities at the JPA for learning rests with the students, we only facilitate it. We tell them what we want them to do, and they deliver," said SSP Welsh.

SSP Welsh went further to explain that what has changed at the JPA is not the material that is being taught, but the method by which the message is being delivered. This, he said, is due to the JPA's evolution in keeping with a globalised world, whose citizens – today's students – are technologically savvy.

"In my days, you had to take notes. Today, it is no longer that way; we now deliver with PowerPoint and multimedia," said SSP Welsh. "Students who come in now are probably just as equipped to deliver the message that they are being taught, so the instructors are up-to-date with curriculum development and lesson designs."

He added that the Mico University College and the HEART Trust/NTA have assisted greatly with curriculum development.

There are some challenges though.



**Jamaica Police Academy Commandant Gary Welsh is the ICPC Regional Director for the Caribbean**

"When people have gone through four years of university and through the rigours of discipline and academia and they come here, they sometimes come with a chip on their shoulder," said Senior Superintendent Welsh. "So when you give that person a rifle and tell them to press up or to get down into the not-so-clean water, they might feel it is a little bit below them. However, when they understand that it is a part of training and that it is preparing them for the realities of the outside world, they comply."

SSP Welsh is of the conviction though that guidance, leadership and mentorship are integral to overcoming the challenges.

"I believe that you preach a better message with your life than with your lips," SSP Welsh told the Police Mirror. "And my primary role here is to model what I want these youngsters to become."

He is therefore committed to the JCF and is adamant that for a young adult with potential, whether fresh out of school or not, the JCF is where he or she should be.

"The JCF is a multi-faceted organisation. It is the only organisation that allows you the opportunity to become everything that you want to be instantly," said Senior Superintendent Welsh. He explained further, "You enter training and the initial training is four-and-a-half or five months, but by the end of that you could end up being a lecturer at the academy. At the end of that, you could end up at the Medical Services Branch – practising medicine;

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**FIRST ANNUAL  
INTERNATIONAL CONFERENCE  
OF  
POLICE CHAPLAINS  
GOLF TOURNAMENT  
BENEFIT FUND**

**WHAT:** The International Conference of Police Chaplains will sponsor its First Annual Benefit Fund (ICPCGF) Golf Tournament. All proceeds will be contributed to Developing Professional Chaplains Through Dynamic Education and Support.

**WHEN:** Saturday, May 14, 2011. Registration begins at 7:00 a.m., “shotgun” at 8:00 a.m., lunch and the award ceremony will begin after the tournament.

**WHERE:** Southern Oaks Golf Club, 13765 Southern Oaks Dr. Burleson, Texas 76028

**WHO:** This tournament is open to the first 140 golfers with a paid registration. All law enforcement personnel, as well as friends, public and families, are welcome to participate. Points of contact for further information: Chaplain Wes McDuffie 817-991-9204, Chaplain Harold Elliott 817-366-8391 or Bobby Westbrook 817-296-2102).

**COST:** \$90 per golfer includes green fee, cart and an all you can eat BBQ lunch. For a small fee, the following “extras” will be available: Closest to the Pin Contest, Hole-in-One Contest, Longest Drive Contest, and other fun challenges. Registration deadline is May 2, 2011. Registration fee is tax deductible. Golf registration fees are transferable, but not refundable.

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Registration Form

**1<sup>st</sup> Annual International Conference of Police Chaplains Benefit Fund Golf Tournament**

**Saturday, May 14, 2011**

**Southern Oaks Golf Club, Burleson, TX**

**7:00 a.m. Registration**

**\$90 per player**

**Name of Participant(s)**

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

**Name of Agency/Company Name** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Telephone:** \_\_\_\_\_ **Fax:** \_\_\_\_\_

**Amount Enclosed: \$** \_\_\_\_\_ **(Make checks payable to: ICPCGF)**

**Send to: Harold Elliott, Attn: ICPCGF Golf Tournament Committee**

**1805 Holm Oak St. Arlington, TX 76012**



# Police Chaplains Versatile, Flexible and yet Committed

By Frank Borelli, Editor In Chief, Officer.com

When I was approached and asked to write this piece I was both honored and excited. I've always been amazed that my thoughts or opinions on anything would be of value to others, so I've always considered it an honor when asked to provide such. The "excited" part relates to certain parts of my personal background and experiences and I'll share those through this piece. Up front I ask that you bear with me; this might seem a bit disjointed or disorganized. Hopefully by the time I get to the conclusion it'll make sense.

To understand some of what I'm going to share I have to take you back to the year 1975 when, as quite the handful (read "problem") child, I was removed from the public school system and put into a local private school. I think my parents and school administrators were hoping that the increased level of discipline would be helpful in "straightening (me) out". The local private school was Baptist and I enjoyed school there for three years. That said, being from an Episcopalian family made for a few uncomfortable moments during certain services at the school. Baptists (at least in that area) were not well known for their acceptance and tolerance of different faiths. Conversion was their goal and if you (I) resisted that, a certain discord could be felt. After three years of Baptist school I went back to public school for a year and we rediscovered that I performed far better in a private school setting. For the remaining three years of my primary school education I attended a private Catholic High School run by Trinitarian priests. From my perspective, the Catholic and Episcopalian faiths were pretty similar, the obvious exceptions being incense and confession. (I know the differences are deeper than that, but I'm talking about my perception at the grand old age of 17). That said, in my senior year of high school I considered entering the priesthood. My church's priest was a man I held in high regard and held a deep respect for. The Trinitarian priests I interacted with every day at school seemed to have a realistic approach to life and an understanding of humanity that escaped many others.

Since I wasn't Catholic (and saw no need to convert) I felt a pursuit of Episcopalian priesthood might be of value. The challenge I faced was that all my life – as far back as I could remember – I wanted to be a police officer. It was a matter of documented court record when I was four years old (when I was adopted by the Borelli family) that I intended to be a police officer when I grew up (a statement I made to the judge). When I was seventeen I considered both options seriously and realized that I felt I could help people in a more material way as a police officer. Please don't misunderstand; I'm not down-playing the role priests, reverends and ministers play in society in any way. I simply felt that I would feel more fulfilled as a police officer because I'd be able to more easily see my (hopefully positive) impact in the community I served.

So, when I graduated high school, and much to my father's dismay, I entered the US Army as a Military Policeman and when I was honorably discharged I pursued a career as a civilian police officer. Oddly enough, in 2004 when my Fraternal Order of Police Lodge was without a Chaplain, several people recommended me for the post. I was both honored and confused. I thought you had to be ordained to be the Chaplain? Apparently that isn't the case in some places. The next question I had to ask myself was this: Did I carry enough faith within me to readily share it with others? Was it strong enough not only to support me but also those I would serve as the Lodge Chaplain?

The conclusion I came to was starkly honest: while I am a man of faith, my

**That Flexibility . . . That versatility . . . That obvious commitment to serve the needful law enforcement community is what causes me to still hold you in high regard**

own personal beliefs are such that I felt inadequate to supply spiritual support to all of the lodge membership. In my opinion, that would require someone of both greater faith and greater knowledge, not to mention someone properly trained for the position. All of this brings me to my current outlook on Police Chaplains. Hopefully I can articulate it understandably.

Let me say this: I don't envy you. You face challenges that I'm happy not to. Although you carry your own particular faith, you have to prepare yourself to provide service and support to people of ANY faith. When we consider all of the strife that exists in the world today based on religious disagreement, I think it becomes more than laudable that YOU voluntarily put yourselves in a position of having to overlook religious differences and provide spiritual support to those of any or every faith, and even those who claim no faith at all. You have to do this simply so you can serve all members of a specific community: the law enforcement profession.

You are at once mentor, confessor, coach, counselor, friend, enemy, observer, assistant, back up and, some-  
**Continued, Police Chaplains, p. 12**

# International Conference of Police

## Pamela Neal, Region Eight

### Questionnaire for ICPC Candidates



**Chaplain Pamela Neal**

Name: Pam Neal

Position being considered: Vice President

Years in full membership with ICPC: 12

Level of credentials: Master

Participation in ICPC:

Area Representative for Tennessee for five years

Taught at RTS and ATS levels in 2006, 2007, 2009, 2011

Chairman, Education Committee for three years developing standardized Basic Courses and education guidelines

Chairman of the 2009 ATS Host Committee

Chairman of the 2007 RTS Host Committee

Taught ICPC Basic Classes for the Knoxville Police Department Chaplain Academy for ten years

Taught 30 Chaplains the 12 ICPC Basic Courses to the Jefferson Parrish Sheriff Department in Louisiana; all were to become ICPC members

Chaplain Coordinator for 38 Chaplains with the Knoxville Police Department

The Knoxville Police Department provides ICPC membership to all its Chaplains after probationary period

When people  
need help, they  
call a cop . . .

When a cop  
needs help,  
they call  
a chaplain . . .

But Who  
Does  
A  
Chaplain call  
When they  
Need help?

They call the ICPC Peer  
Support Team!

If YOU need  
to talk to someone  
CALL

Area Code 520  
251-0842

Dr. Bob  
Cornelius,  
Coordinator  
License: LMFT0035

The ICPC and its members are utilizing email and the ICPC website more and more to disseminate information. Unfortunately, many people overlook notifying us when they have had change in their contact information.

Please help us serve you by giving us your correct email address and or contact info, if it has recently changed. Please let us know by emailing us your changes to [icpc@icpc.gccoxmail.com](mailto:icpc@icpc.gccoxmail.com)  
Thank you for your attention to this little, but vitally important detail.

# Chaplain 2011 Vice Pres. Nominees

## Mark Clements, Region Four

Chaplain Mark Clements has been a law enforcement chaplain since 2000 joining the ICPC in 2001 and becoming the sixty-ninth Life Member. He serves on the Board of Directors, as Chair of the Spiritual Oversight Committee, serves on the Education Committee, and is the ICPC Wisconsin Area Representative.

Chaplain Clements is credentialed as a Master Chaplain with the ICPC. Chaplain Clements hosted the 2005 West Great Lakes Regional Training Seminar in La Crosse, Wisconsin and founded the William Wagner Excellence in Law Enforcement Chaplaincy Award which annually recognizes an ICPC Chaplain who is a member in good standing and who has made a significant contribution to law enforcement chaplaincy in the state of Wisconsin.

Chaplain Clements is the President and Founder (2002) of the Wisconsin Police Chaplains Association (WPCA), an organization that promotes police chaplaincy to every law enforcement agency within the state and promotes membership and involvement in ICPC to each of its members. In conjunction with the WPCA, Chaplain Clements is a member of the Wisconsin Law Enforcement Death Response (LEDR) Team and the Mississippi River Valley Critical Incident Stress Management Team also serving on its Executive Committee. Chaplain Clements earned a Bachelors' Degree from Trinity Biblical University and is currently earning his Masters Degree through Andersonville Theological Seminary.

He is a chaplain with the Federal Bureau of Investigation serving on its National Steering Committee. He is also the President of the La Crosse Area Law Enforcement Chaplaincy which serves the La Crosse Police Department, Onaska Police Department and the La Crosse County Sheriff's Department managing a team of 20 chaplains. Chaplain Clements has assisted 13 law enforcement agencies in starting chaplaincy programs in their departments. Chaplain Clements annually hosts a Law Enforcement Appreciation Picnic for all area law enforcement personnel and their families. Chaplain Clements is certified as an instructor by the Wisconsin Department of Justice teaching at police academies for all law enforcement personnel in a seven-county region. On June 15<sup>th</sup>, 2010 Chaplain Clements met with the Relational Skills Advisory Committee of the Wisconsin Department of Justice (DOJ) Law Enforcement Standards Board to establish a *Death Notification* training segment in the current 520-hour standard curriculum. The Wisconsin DOJ agreed to adopt the "Ten Steps to Successful Death Notifications" that Pastor Clements presented to their curriculum for all law enforcement personnel in the State of Wisconsin. Chaplain Clements has been recognized by the City of La Crosse Police Chief Edward Kondracki receiving the *Chief of Police Superior Achievement Award* in 2004, the *Chief of Police Distinguished Citizens Service Award* in 2006, a *Certificate of Appreciation* for dedication and service to law enforcement in 2009 and an *Award of Special Recognition* for saving a young man's life in 2011.

He has also been recognized by the Federal Bureau of Investigation Director Robert Mueller for *Outstanding Assistance provided to FBI Personnel* in 2007 and *Exceptional Service in the Public Interest* in 2009. Chaplain Clements and his wife, Paula, have been married for 30 years and have two children (Aaron - 21, Alyssa - 18). Chaplain Clements has pastored Living Word Christian Church in La Crosse since 1984.



Chaplain Mark Clements

**ICPC  
CONGRATULATES  
Webmaster Chaplain  
Jerry and  
Mrs. Ruth  
Montgomery  
On their  
50th Wedding  
Anniversary**

### ***The ICPC Memorial Bible Program***

One of the very significant ministries of the ICPC is the Memorial Bible Program. On April 17, 1984 the first Memorial Bible was sent from the ICPC to the Miller County, Arkansas, Sheriff's Department. The ICPC had traditionally sent a letter of condolence to those who had lost a law enforcement family member in the line of duty. The Bible is sent to the chief executive of the department to be presented to the slain officer's family or placed in the department library.



# Line of Duty Deaths

<b>Title/Position</b>	<b>Name</b>	<b>Department</b>	<b>EOW</b>
Trooper	DeLaittre, David J.	Montana Highway Patrol, MT	12/01/2010
Deputy Sheriff	Crenshaw, Dewayne	Tippah County Sheriff's Department, MS	12/03/2010
Deputy Sheriff	Coates, Brandon	Orange County Sheriff's Office, FL	12/08/2010
Border Patrol Agent	Terry, Brian A.	US (AZ) Customs and Border Protection	12/14/2010
Officer	Rameas, Andrew	Harker Heights Police Department, TX	12/20/2010
Lieutenant	Rouse, Cliff	Dougherty County Police Department, GA	12/23/2010
Officer	O'Donnell, Ann N.	University of Houston Police Department, TX	12/24/2010
Deputy Sheriff	Schaefer, Michael Ray	Uvalde County Sheriff's Office, TX	12/25/2010
Officer	Maguire, John	Woburn Police Department, MA	12/26/2010
Coropral	LeCroy, Chadwick T.	Georgia State Patrol, GA	12/27/2010
Officer	Smith, Jillian Michelle	Arlington Police Department, TX	12/28/2010
Deputy Sheriff	Hoipper, Suzanne Waughtel	Clark County Sheriff's Office, OH	1/01/2011
Deputy Sheriff	Norsworthy, John	Fort Bend County Sheriff's Office, TX	1/04/2011
Chief	Painter, Ralph	Rainier Police Department, OR	1/05/2011
Officer	Torbit, Jr., William H.	Baltimore Police Department, MD	1/09/2011
Sergeant	Russell, Ryan	Toronto Metropolitan Police Service, ON	1/12/2011
Officer	Morales, Rogerio	Davie Police Department, FL	1/13/2011
Officer	Matlosz, Christopher	Lakewood Police Department, NJ	1/14/2011
Officer	Nehasil, Larry	Livonia Police Department, MI	1/17/2011
Detective	Haworth, Amanda	Miami-Dade Police Department, FL	1/20/2011
Detective	Castillo, Roger	Miami-Dade Police Department, FL	1/20/2011
Corporal	Nesbitt, Jr., Charles Richard	Sumter Police Department, SC	1/21/2011
Sergeant	Baitinger, Tom	St. Petersburg Police Department, FL	1/24/2011
Officer	Yaslowitz, Jeffrey	St. Petersburg Police Department, FL	1/24/2011
Officer	Moore, David S.	Indianapolis Metropolitan Police Department, IN	1/26/2011
Officer	Pomales, Casimiro	Eastern Correctional Facility, NY	1/28/2011
Officer	Malloy, Greg	Florida Department of Corrections, FL	2/02/2011
Officer	Bastock, Jonathon	Stow Police Department, OH	2/05/2011
Officer	Califano, Michael J.	Nassau County Police Department, NY	2/05/2011
Captain	Stiles, Daniel	Uniontown Police Department.OH	2/15/2011
Special Agent	Zapata, Jamie J.	US Immigration and Customs Enforcement, DC	2/15/2011
Officer	Adams, Thomas	California Highway Patrol, CA	2/15/2011
Deputy Marshal	Hotsinpiller, Derek	US Department of Justice Marshals Service, VA	2/16/2011
Captain	McDonough, John I.	Volusia Beach Patrol, FL	2/16/2011
Sergeant	Rosenthal, Adam	Delray Beach Police Department, FL	2/17/2011
Officer	Falcone, John	Poughkeepsie City Police Department, NY	2/18/2011
Officer	Crawford, David S.	St. Petersburg Police Department, FL	2/21/2011

## Police Chaplains Versatile, Flexible, Committed

times, overwhelmed human being. That you must “wear so many hats” (to me) is a challenge I admire you for taking and am amazed that so many of you do so often and so well. You are, after all, only human (admittedly fortified by grace). I often wonder if you, as an individual or as a group, sit back and

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### Continued from p. 7, Better Training

you could end up at strategic implementation and that is planning; you could end up at Motorised Patrol, or you could go to the Canine Division, or Transport and Repairs.

“And if you are bright and good-looking, you could end up at the Constabulary Communication Network (CCN),” said SSP Welsh, laughing.

The son who fulfilled his father’s dream went further in his career. SSP Welsh is also a minister of religion, and it is his work in this field, as a force chaplain, that has given him the few regrets he has had in the police force.

“My heart bleeds for the level of care that goes out for law enforcement practitioners. That is why I have taken on the lifelong calling of being a chaplain, someone who cares for those who are hurting, who ministers to the minister, who cares for the police officer after he completes a difficult duty that draws on his emotions,” said Senior Superintendent Welsh.

“My regret is I do not believe enough is being done to facilitate that kind of care. In fact, I do not think enough is being done to educate police officers on self-care, and if I had it to do all over again, that is what I would take care of: creating an atmosphere, creating awareness, creating a capacity in these people to care for themselves, because indeed, if they are not around to care for us, then God help us,” SSP Welsh said.

realize how versatile you must be *without compromising your faith*. Compromise is easy for some. There are no hard and fast rules for many situations in life and we humans adjust to them by exercising flexibility in our morals and ethics. Priests, reverends, ministers... so often you have no flexibility. The rules of faith, depending on the religion, are so fixed and steadfast that you must often find yourselves between the veritable rock and hard place. Yet you somehow still manage to serve the community of law enforcement in addition to whatever other community you serve, doing both in such a way as to appear calm, serene and confidently peaceful in your approach to managing life’s strife.

All of that leads me to this: we police officers deal with challenges head on and (usually) in a pretty direct manner. If a crime has been committed we take the appropriate enforcement action. If no crime has been committed then any other action we take is entirely our option and we suffer nothing if we take no action. On the other hand, we deal with a set of finite laws and confined authority. Chaplains, on the other hand, deal with legal, moral and ethical situations and have to find a way to behave and act without compromising any of them – if you can.

That flexibility... that versatility... that obvious commitment to serve the needful law enforcement community is what causes me to still hold you in high regard. Whether you’re a sworn officer or not; whether you are ordained or not; you are most certainly an invaluable and irreplaceable asset to the community you serve. Further, although a great many members of that community won’t say it, you are appreciated every day. Please don’t believe otherwise and THANK YOU for all you do.

## Rocky Brown Commended By Mayor

CHESTER, PA. — Chester Mayor Wendell N. Butler Jr. presented a Letter of Commendation to Nafis J. Nichols and the Rev. Dr. William “Rocky” Brown Wednesday for the pair’s efforts in raising awareness about the danger of caffeinated, alcoholic energy drinks.

Butler lauded Nichols and Brown for being among the first individuals to campaign against drinks such as Four Loko, which the Food and Drug Administration banned last month following a self-conducted scientific review into the safety of caffeinated, alcoholic energy drinks.

Brown, a state-certified drug, alcohol and gambling addictions counselor, said Nichols raised awareness in Chester while he focused his efforts on the state and national level. “We look forward to the next challenge,” Brown said.



For chaplain gear try the ICPC store.....go to:

# ICPCONLINESTORE.US

**Continued from Page 5, CIA**

Our chaplains are on call 24 hours a day. They visit our officers who are hospitalized. They tend to the families of our people who are killed or injured red in the line of duty. They support ceremonial events. They visit our security officers during the week. And each day-each day-they do something that is very important for all of us. They pray for our CIA workforce. They're an important part of our Agency's life-never more so than during the past year, in the aftermath of one of the worst tragedies in our history.

**Early on New Year's Day**, Chaplain Edgar M. received a call that, in his words, literally took his breath away. He was told that a suicide bomber had struck our base at Khowst two days earlier, killing seven of our people and injuring several more. He was needed to conduct a memorial service in Kabul and to comfort our officers. He was on a plane only a few hours later.

When he arrived in Kabul, he was touched by the warmth of our officers' welcome. Our psychologist on the scene was very happy to see that a chaplain was available to lend a hand in a very difficult situation. Within a few hours, a garage was transformed into a makeshift chapel. Cameras were put in place to televise Edgar's service to other locations in the country.

The next day, more than a hundred Americans gathered to remember and celebrate the lives of our seven heroes. The ceremony began with a version of Amazing Grace that Edgar brought over on his i-Pod. After the service, he spent the next few days with our people out there. Our men and women were deeply grateful for his support. On the day of the memorial service in Kabul, the remains of our fallen officers arrived at Dover Air Force Base. Chaplain Father Mark was there, and had already spent the previous day with the seven families.

**My leadership team and I** were at the tarmac for the arrival ceremony. It was a very cold morning. The sight of the flag-draped coffins was a difficult moment for everyone-especially the children. There were a lot of tears. Chaplain Mark offered a short but beautiful prayer on the flight line. I know that his presence meant a great deal to the families. It meant a lot to me, too, and I'm glad we were able to provide such an invaluable source of comfort.

In the weeks and months ahead, our chaplains offered vital support to our officers here in the Washington area through visits, listening, and prayer.

They were part of our flag-lowering ceremony at Headquarters, and they provided the invocation prayer at a fundraiser for our memorial foundation.

In February, we gathered in a large tent right out there on the Quadrangle to hold our Agency's memorial service for those who perished at Khowst. Just before President Obama spoke, Chaplain Greg H. delivered an invocation that set a solemn and loving tone for the proceedings. Chaplain Edgar provided the benediction.

In June, we held our annual Agency Memorial Ceremony. Because of Khowst and of other fallen officers who were honored, it was the largest in our history. The event was graced by an invocation and final blessing by two of our chaplains, Chaplain Arlene C. and Chaplain Cantor Michael S. and by the presence of their colleagues.

**They've continued their visits** and support to our officers in these past months. And they've performed a magnificent service to their Agency and their country.

The bottom line is that the CIA's mission is all about people. We conduct human intelligence. We send our men and women to every corner of the Earth, including some very dangerous places.



**IN MEMORIAM**

**Chaplain**

**Jon Wetterholm**

**Date of Death: 10/28/2010**

**Condolences may be  
Sent to**

**Mrs. Marilyn Wetterholm  
1879 N. Lincoln St.  
Orange, CA 92865**

Despite what you might see in the movies, our officers are far from emotionless operatives. They're human beings. And while their jobs focus on temporal matters, there are times when they need someone who can help them with the infinite. That's why our chaplains are essential to our work.

Since becoming Director, I've flown roughly 150,000 miles to visit our people in 29 countries. CIA's mission depends on our officers in the field, and I try to get out to see as many of them as I can. On my last trip, I visited our base at Khowst.

We dedicated a plaque there; a verse from Isaiah captures the ideal of putting service before self:

"And I heard the voice of the Lord, saying, Whom shall I send, and who will go for us? Then said I, Here am I; send me."

That spirit motivates our officers, and it defines the mission of our volunteer chaplains.

Thank you all very much.

**Continued from Page 2 President's Perspective**

On a very positive note, we received the best audit we have had in several years and my sincere thanks to all of the Regional officers who have worked so diligently with Ruby and Bob Fiers to accomplish this goal. This should result in a savings in our audit expenses for next year. Thank you for your efforts.

On behalf of your entire Board of Directors thank you for all you do and for your support of the ICPC. We do hope you are planning on joining us in Jamaica. There will be a time to learn as well as a time to recharge and reconnect. Not to mention a time to elect new officers! Hope to see you in Jamaica!

I continue to serve you humbly and with great joy,  
Many Blessings to you all.





# Hall of Fame

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

### Donations from President Thomas' Letter

Ronald Alter, Philip D. Bacon, G. Oliver Barnes, Robert H. Barnes, Deacon Charlotte Bates, Nelda Bloom, Victor Bockstadter, Bobby R. Caffin, Barbara W. Dail, Fred Dettwiller, Anne Dougherty, Sharon Engert, Marilyn Fisher, Peter S. Freytag, Margaret J. Fuller, Paul Gins, William Glennie, Brian Hamlin, Capistran J. Hanlon, Robert S. Hayes, Robert E. Heath, Theodore J. Klingen, Laurence J. Lord, Gary Malkus, Richard D. Meece, Charles R. Mingle, Michael D. Neil, Paul J. Pender, **Region #2, Region #5, Region #7, Region #8**, Rita M. Rogers, Mindi Russell, Mark L. Shook, Larry Zane Smith, C. Glenn Sullivan, Daniel M. Sweeney, Cyndee Thomas, Hugh E. Wilson, Larry A. Woodcock, Stephen E. Wulf

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Mr. and Mrs. John C. Collins, Stu Nelson

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

We can never thank you enough....

## 2011 ICPC Journal

—Advertising—

The *ICPC Journal* is the professional journal of the International Conference of Police Chaplains. The ICPC will be selling advertising space in the 2010 Journal to provide information to its readers and members.

Advertisements must be chaplaincy related, tastefully laid out, and fundamentally follow the scope, purposes, and mission of the ICPC. The publisher reserves the right to reject any advertising that does not adhere to the standards of the publication.

Advertising rates, deadlines, specifications and procedures may be obtained by writing the ICPC office and requesting a copy of the "*ICPC Journal, 2010 advertising rates and policies*." Any other questions may be addressed to the publisher:

International Conference of Police Chaplains  
P.O. Box 5590  
Destin, Florida 32540  
(850) 654-9736

## Upcoming Regional Seminars 2011

- Region 1**—October 25-28, Regina, SK
- Region 2**—Completed
- Region 3**—October 12-14, Omaha, NE
- Region 4**—March 14-16, 2011, Perrysburg, OH
- Region 5**—May 8-10, 2011 Carlisle, PA
- Region 6**—May 16-18, Scottsdale, AZ
- Region 7**—March 7-10, Little Rock, AR
- Region 8**—A, April 4-5, 2011, Asheboro, NC
  - B, March 14-17, 2011, Columbus, MS
  - C, March 14-16, 2011, Orlando, FL
- Region 9**—TBA
- Region 10**—TBA
- Region 11**—TBA
- Region 12**—ATS, Montego Bay, Jamaica

Mark your calendars—

**38th Annual Training Seminar**  
**Montego Bay, Jamaica**  
**July 11-15, 2011**

*Rest, Re-charge and Receive!*

*A Chaplain's Therapy*



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