

# INTERNATIONAL CONFERENCE OF POLICE CHAPLAINS

*Serving All Law Enforcement Chaplains*

# 50<sup>TH</sup>

## ANNIVERSARY



### ANNUAL TRAINING SEMINAR

Phoenix, Arizona

July 17-21, 2023

*Commitment to Excellence*



## CONFERENCE LOCATION:

**Arizona Grand Resort**  
8000 S. Arizona Grand Parkway  
Phoenix, AZ 85044

**ON-LINE REGISTRATION  
REQUIRED**

## LODGING:

**Arizona Grand Resort**  
8000 S. Arizona Grand Parkway  
Phoenix, AZ 85044  
602-438-9000—Direct  
877-800-4888—Toll Free

Single/Double Occupancy: **\$145.00**  
**+ taxes per night**  
Valet and self parking included

**Discount Code: ICPC**  
**ICPC GROUP RATE CUT-OFF: June 26, 2023**

## SEMINAR FEES ~ Lodging NOT Included

### **Basic, Enrichment and Liaison Courses:**

**\*The Chaplain Basic Courses will be offered in French**

Member .....\$400.00

**Non-Member** .....\$600.00

### **Advanced Courses:**

Member .....\$550.00

**Non-Member** .....\$825.00

Late Registration Fee  
after (6/26/2023).....\$125.00

**\*Registration Includes Monday Night Mixer, Wednesday Dinner/  
Celebration, and Thursday Banquet**  
**\*\*Does NOT include on-site lunch\*\***

Auxiliary/Spouse/Guest .....\$200.00  
**Includes Monday Welcome Tea & Mixer, Wednesday  
Dinner /Celebration and Thursday Banquet  
& Friday Farewell Breakfast**  
**\*\*Does NOT include on-site lunch\*\***

Spouse/Guest .....\$150.00  
**Includes Monday Night Mixer, Wednesday  
Dinner /Celebration and Thursday Banquet**  
**\*\*Does NOT include on-site lunch\*\***

On-Site Lunch (Mon– Thurs) ....\$120.00

**REFUND POLICY:** [http://www.icpc4cops.org/ats/  
training-payment-options-and-refund-policy.html](http://www.icpc4cops.org/ats/training-payment-options-and-refund-policy.html)

## SCHEDULE SYNOPSIS

### **Registration**

Saturday ..... 2:00—5:00 pm

Sunday ..... 2:00—8:00 pm

Monday ..... 7:30—5:00 pm

Tuesday ..... 7:30—Noon

### **Saturday**

Executive Committee ..... 9:00 am

### **Sunday**

Board of Directors Meeting I..... 6:00 pm

### **Monday**

Committee Meetings..... 7:30 am

First Timer Orientation ..... 9:00 am

Opening Ceremony..... 12:45 pm

Board of Directors Meeting II..... 4:15 pm

Committee Chair Meeting (after 4:15 BOD)

Monday Mixer ..... 6:30 pm

### **Tuesday**

Business Meeting I..... 3:00 pm

### **Wednesday**

Memorial Service..... 3:00 pm

50th Anniversary Dinner

/Celebration..... 6:30 pm

### **Thursday**

Silent Auction Ends..... 12:30 pm

Business Meeting II..... 2:30 pm

Trader's Fair..... 4:00 pm

Banquet..... 6:30 pm

### **Friday**

Board of Directors Meeting III .... 6:45 am

Closing Ceremony ..... Noon

**Attendee Dress Code** Attire is **Business Casual**.  
Formal attire and/or uniform are appropriate for the  
**Memorial Service and Banquet.**

**Basic Courses (CB):** These are the 10 Basic Courses.  
All 10 are required when applying for a Basic Credential.  
(Available in French held in Palm 2C)

**Enrichment Courses: (E)** Courses designed to enrich  
the knowledge base and skills of law enforcement  
chaplains.

**Liaison Courses (L):** Open to all attendees  
Courses specific to law enforcement officers who  
coordinate chaplaincy corps that maximize and expand  
current local programs. (Available in French held in Palm 2C)

**Advanced Courses (A):** Courses expressly designed for  
experienced law enforcement chaplains seeking to refine

## CHAPLAIN BASIC COURSES

**You are encouraged to bring your electronic devices to access class material, handouts (when applicable), reports and evaluations.**

**\*The Chaplain Basic Courses will also be offered in French**

### **CB01-R21      Understanding Law Enforcement Chaplaincy**

This course will provide comprehensive and detailed instructions in understanding the purpose of law enforcement chaplaincy programs and items to consider when starting a chaplaincy program. This course will also identify differences between clergy & chaplains and specific items chaplains should do/should not do when serving their agencies.

### **CB02-R21      Law Enforcement Chaplaincy Basics**

This course will provide comprehensive and detailed instruction in many basic elements of law enforcement chaplaincy. This course will include instruction and exercises in sensitivity and diversity, suggestions and recommendations in being relevant to, and connecting with, the agency and the officers whom the chaplain will serve and will provide detailed instruction in the participation of ride-alongs and law enforcement agency ceremonies and events, including law enforcement funerals.

### **CB03-R21      Legal Aspects of Chaplaincy**

This course will provide comprehensive and detailed instruction in the legal aspects of chaplaincy. This course will include instruction in the disciplines of confidentiality, liability, officer and chaplain ethics as well as the legalities that surround sensitivity and diversity in regard to civil and political rights. Instruction will also be given regarding ICPC's Canon of Ethics.

### **CB04-R21      Law Enforcement Family**

This course will provide comprehensive and detailed instruction in the many basic elements of what the law enforcement family is. This course will include instruction in the stages of the law enforcement career, identify unique stressors that affect the families of Law enforcement officers as well as stressors unique to the law enforcement career that bond officers into the thin blue line family.

### **CB05-R21      Responding to the Call-Out**

This course will help chaplains identify a variety of crisis situations commonly encountered by law enforcement officials and potential responses to those crises. This course will provide comprehensive and detailed instruction in responding to call-outs and a chaplain's response before, during and after a crisis situation.

Completion of all 10 Chaplain Basic Courses provides 1.5 of the 3.5 CEUs required when applying for a Chaplain Basic Credential. Each course is offered only once at this event.

## **CHAPLAIN BASIC COURSES CONTINUED**

**You are encouraged to bring your electronic devices to access class material, handouts (when applicable), reports and evaluations.**

**\*The Chaplain Basic Courses will also be offered in French**

### **CB06-R21      Characteristics of Stress**

Law enforcement officers have one of the most stressful jobs in the world. Our job as chaplains is to help them identify those stressors and manage them in a positive way that will help them be more productive in not only their careers but their family lives as well. This course is designed to give chaplain tools to help identify the types of stress Officers may be going through, signs of burnout, trauma and PTSD. You will also be able to help your officers become more resilient and understand that by managing the stressors in their lives they can have healthier careers and families.

### **CB07-R21      Suicide**

This course will provide comprehensive and detailed information regarding suicide –reasons why people commit suicide, signs of suicide and other facts to consider to aid in the prevention of suicide. Officer suicide will be addressed as well as practical instruction for chaplains to assist officers within their department and when called upon to respond in the community.

### **CB08-R21      Department-Agency Incidents**

This course will provide comprehensive and detailed instruction regarding chaplain responsibilities during department/agency incidents such as: responding to an officer involved shooting, line of duty deaths and officer injuries. This course also includes detailed instruction in planning and participating in law enforcement funerals and other ceremonies and events chaplains are called upon to assist with.

### **CB09-R21      Death Notification**

Due to the frequent requests to have law enforcement chaplains either perform, or participate in, the delivery of a death notification, this course will provide comprehensive, step-by-step instruction and training in making such notifications. This course will define “notification,” discuss common and predictable reactions to receiving a death notification and provide the ten steps of a successful death notification. Additional information and training are included regarding special circumstances and locations in which chaplains are required to perform death notifications.

### **CB10-R21      Self Care for the Chaplain**

This course will provide comprehensive detailed instruction in the necessity of taking care of yourself as you serve as a chaplain. This course is designed to lay some fundamental and foundational principles and practices to assist the chaplain with sustainability and resiliency.

Completion of all 10 Chaplain Basic Courses provides 1.5 of the 3.5 CEUs required when applying for a Chaplain Basic Credential. Each course is offered only once at this event.

## ENRICHMENT COURSES

Basic, Enrichment and/or Liaison courses may be mixed and matched according to individual need and schedule availability.

**You are encouraged to bring your electronic devices to access class material, handouts (when applicable), reports and evaluations.**

### **E01 - Corporate Structure: The Inner Workings of the ICPC**

This course will provide attendees with an in-depth look at the organizational structure of the ICPC and the role each part plays in fulfilling our mission of "Developing Professional Chaplains through Dynamic Education and Support." Students will gain an understanding of how the regions are set up, the role of regional officers, the role and mission of committees, the Board of Directors and the Executive Committee. Also discussed will be Corporate Bylaws and other documents that inform the proper functions of the corporation.

**Instructor:** Chaplain Jim Bontrager

### **E02 - The Chaplain as a Ride-along Asset**

This class is very informative in helping the Chaplain to understand what it takes to be an asset to the Officer's he/she rides along with in a patrol car. There are several things that a chaplain should know about the officers, and themselves, before they go out on a ride-along. Several topics are necessary for chaplains to understand to be effective in a patrol car. Each of these areas will be discussed to assist in making the Chaplain effective in ministry to the Officers God has commissioned him/her to serve.

**Instructor:** Chaplain Douglas Duke

### **E03 - Courageous Followership**

This course examines the relationship of leaders and followers. It raises awareness of the equal importance of exemplary followership behavior to leadership behavior. The nature of leadership can perhaps be best understood by turning the coin over and studying followership. Why do people follow leaders? If we can understand this, then we will be a long way down the road to creating those followers and hence becoming an effective leader.

**Instructor:** Scott Milne, Stewart Raley, and Scott Rex

### **E04 - Microsoft 365/Teams**

This course will cover basic sign-in to your ICPC Microsoft 365 account and accessing program applications such as Teams. Microsoft Teams is a persistent chat-based collaboration platform complete with document sharing, online meetings, videos and many more extremely useful features for organizational communications. Get work done and stay connected whether you're working remotely or on-site. This will not only be providing technical information on ICPC applications but enabling you to bring these features to your local groups and communities.

**Instructor:** David Brown, ICPC Member Service

### **E05 - Ethical Issues for Law Enforcement Chaplains**

This course will emphasize the importance of ethical behavior in Law Enforcement Chaplain conduct. The course will share some of the issues that can creep into a Chaplain's portfolio. Some of the unseen situations that can lead to a Chaplain's downfall will be pointed out and discussed. It will explore some human pitfalls to look out for and avoid as a Law Enforcement Chaplain.

**Instructor:** Chaplain William M. (Bill) Youngblood

### **E06 - How to Be an Exceptional Department Liaison With Police Chaplains**

This course will describe the structure and function of the Police Chaplain Program and how it integrates itself into the structure and function of the Las Vegas Metropolitan Police Department. To be successful, there must be a clearly defined role of a Police Chaplain. This role and how services are provided may continually evolve, so communication is key to a successful partnership. Expectations and responsibilities must continually be reinforced, with feedback provided. Maintaining an adherence to confidentiality and ethics is paramount to the success of any Police Chaplain Program. The Department Liaison, and leadership from within the Police Chaplain Program, will be tasked with holding Police Chaplains accountable. This is in the best interests of the Police Chaplain Program as well as the men and women whom it serves.

**Instructor:** William Gibbs



### **E07 - Law Enforcement and Addiction**

This class is designed to give chaplains a better understanding of addiction and its complexities. There is a stigma surrounding addiction. When addiction hits the law enforcement family where do they turn and how do they cope? The law enforcement community has special and unique challenges. Chaplains have a tremendous opportunity to serve as the conduit between the officer and/or the family providing resources, hope and encouragement. Are you ready to meet the challenge should you be called upon?

**Instructor:** Chaplain Sheryl Allston

### **E08 – Relationship Wellness Training**

In a world of changing department protocols, policies, and administration, as well as our own personal life changes, this course will offer ways to adapt your personal strengths and retain your identity throughout those changes. Relationship Wellness is a training that will equip you with skills and tools in your everyday life and workplace. This course is one of six topics covered in the Relationship Wellness Training.

**Instructor:** Chaplain Cyndee Thomas

### **E09 - International Perspectives on Law Enforcement Chaplaincy**

This course opens a conversation to discuss some models of Law Enforcement Chaplaincy internationally. We will explore ICPC's vision for the international scene. Participants will have an opportunity to share in reports from Africa, Caribbean, and the Philippines.

**Instructor:** Chaplain Gary Welsh

### **E10 – Urgent Care for the Chaplain**

"I'm just tired of death and tragedy." Have you ever felt that statement? This course is designed to dive into the chaplain's mental health by going deeper into matters like tragedy, stress, and even depression. How did we get here and what are some practical steps to deal with the issues and get back to health so we can continue to fulfill our calling?

**Instructor:** Chaplain Brad Bryant

### **E11 - Critical Aspects of Law Enforcement: Law Enforcement Stress**

This course covers vital topics that impact the law enforcement profession in various ways. Focusing on occupational and personal stress, attendees will get an in-depth look at how unresolved stress can cause a myriad of presenting concerns in the life of officers. The course also discusses the current issue of suicide in law enforcement and some of the potential reasons the numbers continue to remain elevated year after year. As such, managing stress is crucial in law enforcement; attendees will learn various techniques to help mitigate stress and build their resilience and hardiness to survive and thrive in their careers.

**Instructor:** Dr. Vernon Phillips

### **E12 - Establishing Yourself As a Trustworthy Member of the Department**

This course will define the core qualities and functions of a trustworthy chaplain and explain how they can be developed in chaplains in order to more effectively serve law enforcement. The core qualities discussed include: 1) Availability: without being available and accessible, law enforcement will never have the opportunity to trust a Chaplain. 2) Attitude (how attitude is crucial in how people perceive us) including the 6 stages of attitude change. 3) Integrity: it will be defined and the integrity crisis in our nation will be discussed. Chaplains need to protect themselves from being swept into this crisis. Steps will be shared on how to do this. Integrity will be shown as an essential characteristic in allowing others to trust the Chaplain. Examples of Chaplains failing the integrity challenge will be discussed, including the effects on departments as a result of that. 4) Confidentiality: Keeping confidences becomes the ultimate barometer of a trustworthy Chaplain. This can make or break any Chaplain program. Examples of legally breaching confidentiality will be shared with the class, and what happens when unethical breaching of confidentiality happens. People attending this class will benefit by having clear guidelines for how to be a trustworthy member of their department, as well as being able to help others become Chaplains who are more capable of ministering to those in their departments.

**Instructor:** Chaplain Dean Sanner

### **E13 - Migrant Ministry to Welcome the Stranger**

Ministry to migrants and refugees is a crucial topic as there are 80 million refugees and asylum seekers around the world. After examining biblical and contemporary sources, I will apply my experience as the grandchild of refugees from Russia and as someone who has volunteered in Guatemala and Burma and can address some of the root causes of the situation and how we can support Law Enforcement in responding. **Instructor: Chaplain Eliot Baskin**

### **E14 - Human Trafficking is for Real**

This workshop will identify risk factors, and red flags of human trafficking. We will expose some human trafficking myths, identify what are the components needed to define human trafficking and discuss what makes it hard to prosecute the trafficker. Resources will also be provided to help raise awareness as well bring healing to those impacted by this crime.

**Instructor: Gwen Steiner, ICPC Auxiliary President**

### **E15 - Grant Writing for Beginners**

When you understand the basic grant writing structure, then you begin to understand how to put grants together more quickly, feel more confident in the grant writing process and start to see grants being awarded. Bring your project ideas to this interactive workshop. Grant writing is 80% planning and 20% writing. In this course, you will learn the basic steps to plan for your project, and how to write a successful application using the logic model approach. Once you know how to plan effectively, the sky's the limit on what you can achieve in the grant funding; however, be aware of the strings attached to each funding source you seek. There is no such thing as free money, but this course will walk you through step by step from planning to being cognizant of what to expect when you are awarded the funds.

**Instructor: Mary Witkowski**

### **E16 - Supporting Law Enforcement Officer Spouses**

Especially in today's climate for law enforcement, it is important for Chaplains to be familiar with the struggles and challenges facing the spouses of law enforcement officers. The course brings insight to some of those specific challenges and some ways that law enforcement chaplains can support and encourage spouses and strengthen families. There is a great need for spouses to be part of the law enforcement chaplain Ministry of Presence.

**Instructor: Chaplain Pam Neal**

### **E17 – Pulse Nightclub Shooting: A Chaplain's Response**

This course will describe being the host chaplain unit response to the Pulse Night Club shooting in Florida. We will assess what went well and what could have been done better in the response as well as share anecdotal information that happened in the aftermath with the collaborating of outside police agency chaplains. How to notify survivors families and death notifications will be addressed as well. Finally we will discuss how to work with various Houses of Worship in the community before, during, and after a disaster of this nature.

**Instructor: Master Deputy Sheriff Stanley Murray**

### **E18 - 21st Century Leadership: Passion Not Position**

Becoming a leader is the greatest honor that can be bestowed upon an individual and, if taken seriously, it can be the apex of our lives – personally and professionally. While leadership can provide of a sense of accomplishment, too often leaders misunderstand what is being asked of them. Being a leader is a lifestyle that purposefully and positively influences the lives of those around them! The goal of this seminar is to be proactive in helping people become “leaders”. Our focus is not on how to shape the vision of others; rather, it is on how we can assist others in being their best.

**Instructor: Chaplain Charlie Wharton**

### **E19 - Ministering to Specialty Units and Civilian Details**

Law Enforcement Chaplaincy provides the chaplain with opportunities to provide the “Ministry of Presence” – a prepared presence – in many different contexts. Chaplains are called upon to bring comfort in the midst of chaos, to be a listening ear, and a voice of wisdom and reason. Oftentimes, the briefing room and ride-alongs in the patrol unit provide a gateway to establish rapport with department personnel. This class will discuss the need to and ways to be intentional about reaching every individual, unit, division, and area within the department to ensure maximum effectiveness and support to every member of the department. Chaplains must be careful not to exclude or ignore specialty units and civilian details, especially when responding to critical incidents. Attendees will also examine ways to structure the chaplaincy unit for maximum exposure and effectiveness.

**Instructor:** Chaplain J. Wayne Chaisson

### **E20 - Hosting a Successful Law Enforcement Appreciation Event**

Chaplain Jeff Carr has successfully hosted a Law Enforcement Appreciation Day (LEAD) in Rio Rancho, NM for the last 13 years. Approximately 200 Officers, MOS and family members attend each year. Romans 13 describes Law Enforcement Officers as God's Ministers of Justice and commands us to honor them. With the clouds of darkness growing ever darker around LEO's, hosting a LEAD is a great way to honor and encourage them. It is also a great way to build relationships with Officers and their families. Chaplain Carr will share with you what he has learned by experience on hosting a successful LEAD.

**Instructor:** Chaplain Jeff Carr

### **E21 - Establishing an Effective Chaplains Program**

This course will describe grass root ambitions to start or revive an effective first responder Chaplains Program. We will assess techniques and tactics that create a relevant program that affects the respective agency and the community. How to build trust factors that keep you invited to the table where decisions are made. Finally we will discuss how to use spiritual influence to natural encounters within the respective agency and the community.

**Instructor:** Master Deputy Sheriff Stanley Murray

### **E22 - Walking With Them Through the Shadows**

The goal of this training is to consider what Chaplains can do to assist officers, deputies, and agents as they deal with the traumatic events they encounter. This threefold approach includes:

- Ministry Of Presence – A ministry of presence is the foundational aspect of what we do as Chaplains. In this training, we will define the concept of a ministry of presence and explain why it is so important in Emergency Services.
- Individual Support – In this training, we will take look at the impact critical events can have on emergency service personnel and outline a simple process that can be used to reduce its effect.
- Group Support – In this training, we will take a brief look at the benefits of group interventions and provide an overview of the group process – in particular, the Critical Incident Stress Defusing and Debriefings. (This is not a training class for CISM certification, rather a synopsis of the process and information about building a local Peer Support Team.)

**Instructor:** Chaplain Charlie Wharton

### **E23 - Impacts of Line of Duty Death (LODD) Concerns of Police Survivors**

The Impacts of Line-of-Duty Death training provides America's law enforcement agencies, officers and families an opportunity to gain information and resources regarding the impact of a line-of-duty death on an agency. This course will explore line-of-duty death trends across the nation and provide insight into the various ways a line-of-duty death impacts the families and agencies. This course looks in-depth at the detailed recommendations for handling Line-of-Duty Death and addressing the needs of families and co-workers. Also, the course will focus on best practices for departments for supporting families and co-workers during a line-of-duty death.

**Instructor:** Cheryl Railsback, C.O.P.S.



### **E24—Microsoft 365/Teams (Repeat of E04)**

This course will cover basic sign-in to your ICPC Microsoft 365 account and accessing program applications such as Teams. Microsoft Teams is a persistent chat-based collaboration platform complete with document sharing, online meetings, videos and many more extremely useful features for organizational communications. Get work done and stay connected whether you're working remotely or onsite. This will not only be providing technical information on ICPC applications but enabling you to bring these features to your local groups and communities.

**Instructor:** David Brown, ICPC Member Services

### **E25 - Victim Advocacy Working With Chaplains**

This course will examine the distinct roles of Victim Services Professionals and L.E. Chaplains and potential areas of overlap and opportunities for collaborations. Attention will also be given to some of the resources that may be of assistance in carrying out their duties.

**Instructor:** Wendy Lloyd, Casa Grande PD

### **E26 - Relationship Wellness Training (Repeat of E08)**

In a world of changing department protocols, policies, and administration, as well as our own personal life changes, this course will offer ways to adapt your personal strengths and retain your identity throughout those changes. Relationship Wellness is a training that will equip you with skills and tools in your everyday life and workplace. This course is one of six topics covered in the Relationship Wellness Training.

**Instructor:** Chaplain Cyndee Thomas

### **E27 - Families, The Forgotten Piece to Law Enforcement**

This course has been designed to give an insight to a Law Enforcement family and how this job affects not just the officer but those that support them as well. The success criteria for this course is that you are able to walk away with more tools in your tool box to be able to help those that have been through similar situations. The goal would not be to just give you the tools to help, but the reason behind why they are needed. The information that will be given has been experienced first hand, the emotions, personal stories, life changing moments and what happens after the incident is over. Perception, told from the point of view of the family at home and the life changes that one moment caused that will affect us forever.

**Instructor:** Brooke McDonnell

### **E28 - Officer Death: The Effects Upon the Chaplain's Life (2 Parts a and b)**

How does a chaplain deal with and cope with the death loss of law enforcement officers that he or she has been acquainted with and what are some of the effects that fall upon their life? What resources are available to the chaplain? Often the attention given to the physical, emotional, and spiritual needs of the chaplain have been inadvertently missed. So, this necessary, crucial and needed class will deal with issues involving loss and grief as chaplains continue the journey of healing, wholeness and resilience. Small group sessions will also be a part of this class.

**Instructor:** Chaplains Andy Kikuta and Russ Guppy

### **E29 - Defensive Tactics for Police Chaplains**

Knowing the tactical safety of approaching a structure, knocking, and announcing at a door, where to stand after knock and announce, the tactical stance when talking to subjects while giving notification. How to assist law enforcement if a situation goes wrong and an officer get's hurt / shot. Use of a police radio, using plain English on the radio It is not "Code 4" until you are out of the situation, environment and acceptable to be attacked. Always in "Code Yellow or Red" until the environment is safe. .

**Instructor:** Officer Michael Bejarano

### **E30 - Coming to Terms With Domestic Violence**

Violence is a challenge in any community – no matter the size or the demographics. However, there is one type of violence that is different from all others. Domestic Violence is unique because it consists of one person developing power and control over another in an intimate relationship. Domestic Violence can leave physical marks, but all too often, the most painful scars are emotional. Whether we find ourselves working with victims within an agency or supporting first responders in our community, we can be a part of a comprehensive response that can make a difference in the lives of those impacted. By understanding the nature of the domestic situations, we can develop a response that promotes safety, justice and healing.

**Instructor:** Chaplain Charlie Wharton

### **E31 - Defensive Tactics for Police Chaplains (Repeat of E29)**

Knowing the tactical safety of approaching a structure, knocking, and announcing at a door, where to stand after knock and announce, the tactical stance when talking to subjects while giving notification. How to assist law enforcement if a situation goes wrong and an officer get's hurt / shot. Use of a police radio, using plain English on the radio It is not "Code 4" until you are out of the situation, environment and acceptable to be attacked. Always in "Code Yellow or Red" until the environment is safe.

**Instructor:** Officer Michael Bejarano

### **E32—Diversity Training: How to Be an Effective Chaplain for the Muslim American Community**

This class will cover the elements that will provide a better understanding of the Muslim community to prevent misunderstanding and mis-categorization based on interactions with the Law Enforcement community. It will present clarity about terminology, demographics of the Muslim community, understanding Muslim practices, and how to interact with the Muslim community.

**Instructor:** Chaplain Bassem Chaaban

### **E33 - Law Enforcement Chaplains and Death Investigations**

This course will provide an overview of the medical examiner/coroner system to include:

- A brief history of the origins and development of the death investigation system in the United States.
- An overview of the medical examiner/coroner jurisdictional criteria.
- An overview of medicolegal investigations (process, procedures, best practices).
- Religious considerations
- Best practices for chaplains while assisting with death investigations/dearth notifications.

**Instructor:** Mr. Andre Davis

### **E34 - Defensive Tactics for Police Chaplains (Repeat of E29)**

Knowing the tactical safety of approaching a structure, knocking, and announcing at a door, where to stand after knock and announce, the tactical stance when talking to subjects while giving notification. How to assist law enforcement if a situation goes wrong and an officer get's hurt / shot. Use of a police radio, using plain English on the radio It is not "Code 4" until you are out of the situation, environment and acceptable to be attacked. Always in "Code Yellow or Red" until the environment is safe.

**Instructor:** Officer Michael Bejarano

### **E35 - Impacts of Line of Duty Death (LODD) Concerns of Police Survivors (Repeat of E23)**

The Impacts of Line-of-Duty Death training provides America's law enforcement agencies, officers and families an opportunity to gain information and resources regarding the impact of a line-of-duty death on an agency. This course will explore line-of-duty death trends across the nation and provide insight into the various ways a line-of-duty death impacts the families and agencies. This course looks in-depth at the detailed recommendations for handling Line-of-Duty Death and addressing the needs of families and co-workers. Also, the course will focus on best practices for departments for supporting families and co-workers during a line-of-duty death.

**Instructor:** Cheryl Railsback, C.O.P.S.

### **E36 - Ethical Issues for Law Enforcement Chaplains (Repeat of E05)**

This course will emphasize the importance of ethical behavior in Law Enforcement Chaplain conduct. The course will share some of the issues that can creep into a Chaplain's portfolio. Some of the unseen situations that can lead to a Chaplain's downfall will be pointed out and discussed. It will explore some human pitfalls to look out for and avoid as a Law Enforcement Chaplain.

**Instructor:** Chaplain William M. (Bill) Youngblood

### **E37 - Critical Aspects of Law Enforcement: Law Enforcement Stress (Repeat of E11)**

This course covers vital topics that impact the law enforcement profession in various ways. Focusing on occupational and personal stress, attendees will get an in-depth look at how unresolved stress can cause a myriad of presenting concerns in the life of officers. The course also discusses the current issue of suicide in law enforcement and some of the potential reasons the numbers continue to remain elevated year after year. As such, managing stress is crucial in law enforcement; attendees will learn various techniques to help mitigate stress and build their resilience and hardiness to survive and thrive in their careers.

**Instructor:** Dr. Vernon Phillips

### **E38 - The Dangers of Fentanyl**

How can something so small as a pill nearly destroy an entire family? After giving numerous talks and presentations to family, friends, and strangers about the dangers of fentanyl, the presenter experienced his own home and family being personally affected.

**Instructor:** Mayor Micah Powell

### **E39—Human Trafficking is for Real**

This workshop will identify risk factors, and red flags of human trafficking. We will expose some human trafficking myths, identify what are the components needed to define human trafficking and discuss what makes it hard to prosecute the trafficker. Resources will also be provided to help raise awareness as well bring healing to those impacted by this crime.

**Instructor:** Gwen Steiner

### **E40 - Starting a Chaplaincy Program in Your Agency**

This course was created to assist Law Enforcement Agencies in the development and implementation of a Law Enforcement Chaplains Program within their department. This course is designed for Sheriff's, Chief's, Administrator's, Chaplain Liaison Personnel and for Law Enforcement Chaplains who have a desire to understand how to start a Chaplain Program. Topics covered will include organizational structure, recruitment, qualifications, training, Benefits to the Department, etc.

**Instructor:** Chaplain Mark Clements

**As a reminder the Basic and Liaison Course  
are available in French  
and will be held in Palm 2C all week**

Pour rappel le cours de base et de liaison  
sont disponibles en français  
et se tiendra au Palm 2C toute la semaine

## **LIAISON COURSES**

**You are encouraged to bring your electronic devices to access class material, handouts (when applicable), reports and evaluations.**

**\*The Liaison Courses will also be offered in French**

### **L01-R21 Introduction to Liaison**

This course will provide comprehensive and detailed instruction in many of the basic elements of serving as a liaison between a department/agency and a chaplaincy program. This course will include qualifications and duties/responsibilities of liaison personnel in different size departments/agencies and different types of departments/agencies. This course will also assist liaison personnel in relating to chaplains with differing ages, abilities, backgrounds, etc.

### **L02-R21 Leading Chaplains**

This course will provide comprehensive and detailed instruction in assisting liaison personnel to lead the chaplains in their individual chaplaincy programs. This course will include instruction in the qualifications, duties and responsibilities of chaplains and how chaplains can be an overall asset to the agency. Details including chaplain credentialing, ride alongs and confidentiality are discussed at length.

### **L03-R21 Managing Chaplains**

This course will provide comprehensive and detailed instruction in many aspects of managing chaplains. This course will include instruction on promoting the chaplaincy within your department, founding and defending a chaplaincy program and developing general orders for a chaplaincy program. This course will also help liaison personnel train, manage, discipline and deploy chaplains.

### **L04-R21 Policy and Legal Considerations**

This course will provide comprehensive and detailed instruction in policies and legal considerations, primarily in regard to the laws of the United States of America. This course will include information on the first amendment and court cases that have set the standard for law enforcement chaplaincy including chaplaincy validation and special considerations such as mandatory reporting and privileged communication. State statute examples will also be discussed.

Completion of L01-R21, L02-R21, L03-R21, L04-R21, and the 10 Chaplain Basic Courses, requires an additional 1.6 CEUs when applying for the ICPC Liaison Credential.

**[ON-LINE REGISTRATION REQUIRED](#)**  
***ICPC Members Registration Link in Invitation Email.***

## **A01—ADVANCED COURSE-5 DAYS (4 PARTS A, B, C AND D)**

**(Monday—Noon Friday)**

**You are encouraged to bring your electronic devices to access class material, handouts (when applicable), reports and evaluations.**

### **A01 (Limited to first 24 paid registration)**

#### **Part (a.) - (Monday a.m.) Moral Injury: A Journey to Forgiveness and Healing**

Moral Injury: An act of transgression that creates dissonance and conflict because it violates assumptions and beliefs about what is right and wrong and personal goodness. (Litz, 2009) In traumatic or unusually stressful circumstances, people may perpetrate, fail to prevent, or witness events that contradict deeply held moral beliefs and expectations. This class will discuss the distressing psychological, behavioral, social, and sometimes spiritual aftermath of exposure to such events from a combat veteran, first responder, and clinician perspective.

**Instructors:** Dr. Ryan Roger, President, PTSD Foundation of America, US Army  
Dr. David Tharp, Psy.D. CEO Project Healing Heroes, Lt Colonel Reserves, USAF

#### **Part (b.) - (Monday p.m.) First Responder Resiliency Toolkit**

This session will look at the current national trends within the first responder/public safety community relating to behavioral health and addiction. We will discuss how being a first responder affects the physical, mental, emotional, spiritual, and relationships of our families and our job. We will explain the different levels and paths of accessing behavioral healthcare. The meaning and importance of resiliency will be covered. We will provide tangible tools and explain how implementing these “resiliency tools” in our lives will allow us to control our response to any situation.

**Instructor:** Joseph Collins, Public Safety Liaison Acadia Healthcare

#### **Part (c.) - (Tuesday - Thursday) Resilient Minds on the Front Lines**

The Resilient Minds Training Program adopts many principles established in the PERMA model of well-being (positive emotion, engagement, relationships, meaning, and accomplishment.) A greater sense of self-awareness can lead to enhanced self-management skills for an individual. Indeed, resilience and wellness training builds resilience and improves it in people who consider themselves resilient. Therefore, understanding these concepts and engaging in the continual practice of these principles will foster and increase personal resilience. The Resilient Minds Training Program is based upon several basic concepts that will ultimately train students to “remind, reframe, and rewire” their thought processes. We will also introduce the idea of reciprocal resiliency. Through exercises learned in class, students will learn to choose to focus their thoughts on fixing the issue at hand. Students will also learn to recognize their personal “triggers;” when they are spiraling down; and how to check themselves to stop a downward spiral.

**Instructor:** Chaplain Gary W. Holden Sr.

Chaplain Ken Schlenker, MDiv. President, RKM Crisis Team dba CAREForce  
Joseph Collins, Public Safety Liaison Acadia Healthcare

#### **Part (d.) - (Friday) Project Healing Heroes - Up Armor**

Project Healing Heroes hosts conferences to help veterans, first responders, family members, and professionals address the issues they confront with PTS(D). We believe in giving firsthand answers to complex questions. We also provide insights into our training that are considered “outside the box.” Through their own direct, challenging experiences, our presenters understand the price of freedom and what stress can do to the mind, body, psyche, and soul. Our conferences are provided free of charge and focus on the 17 modules found in The Combat PTS(D) Resilience and Reintegration Workbook.

**Instructor:** Dr. David Tharp, Psy.D. CEO Project Healing Heroes, Lt Colonel Reserves, USAF



## A02—ADVANCED COURSE— 5 DAYS

(Monday - Noon Friday)

**You are encouraged to bring your electronic devices to access class material, handouts (when applicable), reports and evaluations.**

### **A02 - Train the Trainer (*Limited to first 25 paid registrations*)**

As a trainer, you will frequently have the responsibility to stand up in front of participants and present. The amount of time you spend presenting theory as a trainer may vary on the type of training sessions you will run. But in either case, it is important to have solid presentation skills to be able to introduce concepts and theories in an understandable, structured way in your sessions. This course will teach the skills necessary to become an effective trainer.

**Instructors:** Chaplains Frank McCrary and Kevin Norton

A very special **Thank you** for these agencies great support!



Arizona Dept. of  
Public Safety



Casa Grande  
Police Department



Maricopa County  
Sheriff's Office



Pima County  
Sheriff's Office



Pinal County  
Sheriff's Office



Scottsdale Police  
Department

## ADDITIONAL INFORMATION



### Hotel Amenities

Nestled at the base of America's largest urban park and wilderness preserve, Arizona's only AAA Four Diamond all-suite resort features spacious one and two-bedroom suites. Whether meeting with colleagues or vacationing with friends, Friends, gracious service, creative culinary delights and unique recreational activities await.

*If you require Mobility Assistance, please coordinate with the hotel staff during booking.*

**Parking:** Valet and self parking is included in room rate.

**Airport** SKY HARBOR INTERNATIONAL AIRPORT (PHX): 5 miles

### Airport Transportation

Transportation is NOT provided at this years ATS. The Arizona Grand is a short Uber or Lyft or Taxi ride from the airport. Be sure to secure your transportation arrangements early.

### Attendee Dress Code

Attire is **business casual**. Formal attire and/or uniform are appropriate for the **Memorial Service** and **Banquet**.

### Attendee Reports and Handouts

**You are encouraged to bring your electronic devices to access class material, handouts (when applicable), reports and evaluations.**

### Name Badges

Admittance to all functions, including general sessions, receptions, meals, and hospitality room, held during the conference requires an ICPC registration name badge.

**ICPC 50th Anniversary:** 50 years of serving Law Enforcement professionals and their families is a milestone worth celebrating. throughout this years ATS there will be opportunities to celebrate and be grateful for all that has been accomplished in the past 50 years.

**Wednesday Evening:** will be our time of celebrating together, sharing a meal and time of fellowship. Make sure to join us throughout the week in our Hospitality room in the Vista lounge as we, rejoice at all that has been accomplished over the past 50 years come celebrate with us!

## REGISTRATION CONFIRMATION

If you do not receive an ICPC email confirmation you are **not** registered!

## ADDITIONAL INFORMATION CONTINUED

### Auxiliary/Spouse/Guest

Open to all registered spouse, guests and/or adult children (18 or older) includes Welcome Tea, Monday Night Mixer, Wednesday Dinner/Celebration, Thursday Banquet, and Friday Farewell breakfast. Special Monday-Thursday lunches NOT included in registration fee!

### Auxiliary Excursions

Spouses - you don't want to miss this year's Auxiliary excursion to the **Mission of the Heard Museum**, founded in 1929, the world's preeminent American Indian Museum has become recognized internationally for the quality of its artifacts/collections, world-class exhibitions, educational programming, and its unmatched festivals, an award-winning museum shop, a bookstore, a Coffee Cantina, and a courtyard café. Check out the museum's website for additional details: <https://heard.org/>

The museum cost is \$15 Adults 65 and over and \$17 for those up to age 64, check for details at Auxiliary registration. Lunch will be on your own at the Cafe in the Museum. We anticipate this will be an unforgettable experience and thank you for your support of the ICPC Auxiliary.

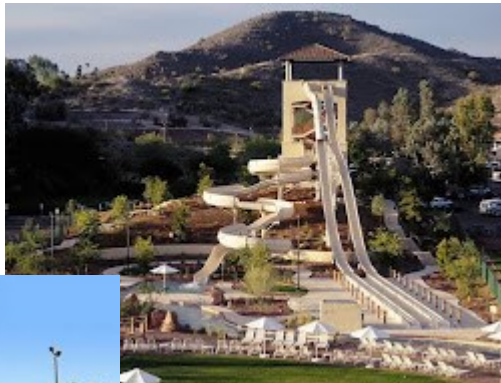
Gwen Steiner, Auxiliary President



The ICPC Auxiliary hosts a silent auction at each ATS. The proceeds help support Auxiliary ATS activities and provides financial support towards the LODD Memorial Program—please consider bringing an item to donate (ex. police agency memorabilia, hats, shirts, toys, etc.). Drop off items Monday at 8 am. Auction closes Thursday at 12:30 pm.

### Youth Activities

There will NOT be an ICPC sponsored /chaperoned youth activities group for this ATS. We have planned this year's schedule allowing as much free time possible for families to enjoy this beautiful resort. Bring the family and enjoy the fun!



### REGISTER ONLINE

*Payment or Agency Purchase Order  
(provide agency contact information to  
the ICPC Office) due no later than ~ **June 26, 2023***

### Make Lodging Reservations

**BEFORE Hotel Cut-Off**

**June 26, 2023**

*Ask for ICPC group room rate*



## ADDITIONAL INFORMATION CONTINUED

### International Attendees

Registration fees will be adjusted to reflect the country's GNP/PPP parity rating. An adjusted registration fee will be emailed to attendee UPON receipt of the registration form.

### International Visa Requests required **NO LATER** than MAY 1, 2023

**MUST BE SUBMITTED BY THE ATTENDEE'S AGENCY**

Submit the following information to the ICPC Office ([icpc@icpc4cops.org](mailto:icpc@icpc4cops.org))

- Agency and requestor names, title and email address.
- Chaplain's name, address and email address.

Once received an electronic Visa invitation letter will be provided.

### New membership Applications

Must be received prior to **June 1, 2023** to register at the member rate.

### Late Fee

Applies after **June 26, 2023**.

### Roommate Match

Need help finding a roommate? Email [icpc@icpc4cops.org](mailto:icpc@icpc4cops.org) and provide the following information:

1. First/Last Name
2. Gender
3. Primary Phone Number



### Monday Mixer and Wednesday Dinner/Celebration "Come and join the fun"



All attendees, spouses, and guests must wear conference nametag to gain admittance.

### Trader's Fair

Feel free to bring your agency patches, pins and memorabilia to swap.



The ICPC Auxiliary hosts a silent auction at each ATS. The proceeds help support Auxiliary ATS activities and provides financial support towards the LODD Memorial Program—please consider bringing an item to donate (ex. police agency memorabilia, hats, shirts, toys, etc.). Drop off items Monday at 8 am. Auction closes Thursday at 12:30 pm.

#### **REGISTER ONLINE NOW**

*Payment or Agency Purchase Order  
(provide agency contact information to  
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#### **Make Lodging Reservations**

**BEFORE Hotel Cut-Off**

**June 26, 2023**

*Ask for ICPC group room rate*



**International Conference of Police Chaplains**  
**50th Annual Training Seminar ~ Phoenix, AZ**  
**July 17-21, 2023**  
[\*\*CLICK HERE TO REGISTER\*\*](#)

EMAIL CONFIRMATION SENT UPON RECEIPT OF REGISTRATION				
Last Name:		First Name:		Middle Initial:
Email:			Cell Phone:	
Street:			City:	
State:	Country:	Zip Code:	Attending spouse first name:	
Where are you lodging?				
<b>Banquet Meal Selection:</b> Select only 1 per attendee/spouse/guest by indicating number, i.e.: Chicken - 2, Beef - 1. <b>*Kosher meals must be requested before 6/1/2023</b>				
Beef: _____ Chicken: _____ *Kosher: _____ Vegetarian: _____ Gluten Free Beef: _____ Gluten Free Chicken: _____				

<p><b>PAYMENT OPTIONS:</b></p> <p>US Funds only, DO NOT SEND CASH</p> <p>Payment Options:</p> <ul style="list-style-type: none"> <li>Check</li> <li>Visa/MasterCard/Amex Discover</li> <li>Agency Purchase Order</li> <li>International Attendees email ICPC for GDP registration amount.</li> </ul> <p><b>REFUND POLICY:</b></p> <p><a href="http://www.icpc4cops.org/ats/training-payment-options-and-refund-policy.html">http://www.icpc4cops.org/ats/training-payment-options-and-refund-policy.html</a></p> <p>If you have questions or need assistance please contact office: icpc@icpc4cops.org 850-654-9736</p>	<a href="#"><u><b>Register Now</b></u></a>				
	<b>Lodging NOT included.</b>	<b>Member</b>	<b>Non-Member</b>	<b>Meals Included</b>	<b>Total</b>
	Basic/Enrichment/Liaison	\$400.00	\$600.00	<b>Includes Monday Night Mixer, Wednesday Dinner/Celebration and Thursday Banquet</b>	
	<b>A01(a) - Moral Injury (b) First Responder Resiliency Toolkit (c) Resilient Minds on the Front Lines (d) - Project healing Heroes</b> <b>A02 - Train the Trainer</b>	\$550.00	\$825.00		
	<b>Auxiliary: Spouse/Guest Fee</b>	<b>Includes Monday Welcome Tea &amp; Mixer, Wednesday Dinner/Celebration, Thursday Banquet &amp; Friday Farewell Breakfast</b> <b>**Does NOT include on site lunch**</b>			_____ @ \$200.00
	<b>On-site Lunch Monday-Thursday</b>			_____ @ \$120.00	
	<b>Spouse/Guest Fee Includes Monday Night Mixer, Wednesday Dinner/Celebration and Thursday Banquet</b>			_____ @ \$150.00	
	<a href="#"><u><b>IF YOU CAN NOT REGISTER ONLINE</b></u></a> <b>REGISTRATION SUBMISSIONS</b>			<b>Late Registration Fee: \$125.00 after 06/26/2023</b>	
	<ul style="list-style-type: none"> <li>Email: icpc@icpc4cops.org</li> <li>Fax: 850-654-9742</li> <li>Mail: ICPC   PO Box 5590   Destin, FL 32540-5590</li> </ul>			<b>TOTAL</b>	

[\*\*IF AT ALL POSSIBLE CLICK FOR ONLINE REGISTRATION\*\*](#)

If you do not receive an ICPC email confirmation you are **NOT** registered!



[Please Click here to Register](#)  
**If Mailing Last Two Pages ARE REQUIRED TO REGISTER!**

LAST NAME		FIRST NAME		
Basic/Enrichment/Liaison Classes: Select only ONE class per time block.				
	8:00 to 9:30 am	9:45 to 11:15 am	12:45 to 2:15 pm	2:30 to 4:00 pm
Mon 7/17	COMMITTEE MEETINGS 7:30 - 8:45 AM	CB01— Understanding Law Enforcement Chaplaincy	OPENING CEREMONY BEGINS 12:45 PM  BOD - 4:15 PM COMMITTEE CHAIR MEETING AFTER  MIXER - 6:30 PM	CB02—Law Enforcement Chaplaincy Basics
		E01—Corporate Structure: The Inner Working of the ICPC		E05—Ethical Issues for the Law Enforcement Chaplain
	FIRST TIMER ORIENTATION 9:00 AM	E02— Chaplain as a Ride Along Asset		E06—How to Be an Exceptional Department Liaison with Police Chaplains
		E03—Courageous Fellowship		E07—Law Enforcement and Addiction
		E04—Microsoft 365/Teams		E08— Relationship Wellness Training
Tues 7/18	CB03—Legal Aspects of Chaplaincy	CB04—Law Enforcement Family	CB05—Responding to the Call-Out	Business Meeting I 3:00 pm  Candidate Forum
	E09—International Perspectives on Law Enforcement Chaplaincy	E12—Establishing Yourself as a Trustworthy Member of the Department	E15—Grant Writing for Beginners	
	E10—Urgent Care for Chaplain	E13—Migrant Ministry to Welcome the Stranger	E16—Supporting Law Enforcement Officer Spouses	
	E11—Critical Aspects of Law Enforcement: Law Enforcement Stress	E14—Human Trafficking is Real	E17—Pulse Nightclub Shooting: The Chaplains’ Response	
Wed 7/19	CB06—Characteristics of Stress	CB07—Suicide	CB08—Department-Agency Incidents	MEMORIAL SERVICE 3:00 PM  50TH CELEBRATION DINNER EVENT 6:30 PM
	E18—21st Century Leadership Passion not Position	E21—Establishing an Effective Chaplains Program	E24—Microsoft 365 / Teams (Repeat)	
	E19—Ministering to Specialty Units and Civilian Details	E22—Walking with Them Through Shadows	E25—Victim Advocacy Working With Chaplains	
	E20—Hosting a Successful Law Enforcement Appreciation Day Event	E23—Impacts of LODD Concerns of Police Survivors	E26—Relationship Wellness Training (Repeat)	
Thurs 7/20	CB09—Death Notification	CB10—Self Care for the Chaplain	L01— Introduction to Liaison	L02—Leading Chaplains 3:15 – 4:45
	E27—Families, The Forgotten Piece to Law Enforcement	E30—Coming to terms with Domestic Violence	E32 - Diversity Training: How to Be an Effective Chaplain for the Muslim American Community	ELECTION 7:30-NOON  BUSINESS MEETING II 2:30 PM  BANQUET 6:30PM
	E28a—Officer Death: The Effects Upon the Chaplain’s Life (Part 1)	E28b—Officer Death: The Effects Upon the Chaplain’s Life (Part 2)	E33—Law Enforcement Chaplains and Death Investigations	
	E29—Defensive Tactics for Police Chaplains	E31—Defensive Tactics for Police Chaplains (Repeat)	E34—Defensive Tactics for Police Chaplains (Repeat)	
Fri 7/21	L03—Managing Chaplains	L04—Policy and Legal Considerations	Advanced Classes: Select A01 or A02 ONLY	
	E35—Impacts of LODD Concerns of Police Survivors (Repeat)	E38—The Dangers of Fentanyl	(Monday thru Noon Friday 4 Part Course) A01(a) - Moral Injury (b) First Responder Resiliency Toolkit (c) Resilient Minds on the Front Lines (d) - Project healing Heroes	
	E36—Ethical Issues for the Law Enforcement Chaplain (Repeat)	E39—Human Trafficking is Real (Repeat)		
		E37—Critical Aspects of Law Enforcement: Law Enforcement Stress (Repeat)	E40—Starting a Chaplaincy Program in Your Agency	(Monday thru Noon Friday) A02 - Train the Trainer