

JOURNAL



“Developing Professional Chaplains Through Dynamic Education and Support”

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Journal

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PRESIDENT'S MESSAGE

Mike Hardgrove,
President of the International
Conference of Police Chaplains

Back in August in my Journal article I wrote; "It was emphasized several times this year at the ATS is that we are all a part of the whole. We may feel and sometimes operate as individual units but the truth is that we ARE the International Conference of Police Chaplains. We are not just members of ICPC. Each time we function as an ICPC Chaplain or Liaison Officer we are not representing just ourselves, we are ICPC in action. We each reflect ICPC in our deeds, thoughts and words. The agencies we serve expect us to perform to their professional standards and anything less is not who we are. We present ourselves and our credentials as Professional Chaplains and Liaison Officers whether we are part-time, full-time, volunteer or paid and that means our agencies can expect professionals in their ranks. Thank you, for your commitment and dedication to being the best."

I need to reemphasize that Agency Chaplain Corps, Area Affiliations and Regions are still the International Conference of Police Chaplains. When we take on the yoke of membership in ICPC we assume the responsibility for functioning within the policies that have been established by the Board of Directors of ICPC. If you were the owner of a McDonalds restaurant would it be up to you to decide whether the Big Mac had pickles? Of course not. When you became part of the McDonalds group they gave you policies and recipes so that when a customer goes into any

McDonalds, anywhere in the country, they know what they will get when they order a Big Mac.

The membership of ICPC has given the Board of Directors the responsibility of developing and implementing policies that will provide a broad base of integrity for all members of ICPC. The Regional Policies is a great example, which include instructions on hosting a Regional Training Seminar. Additionally the Conference Director (CD) will be providing assistance with ALL training events.

The ICPC Conference Director (CD) is the overseer of all aspects of ICPC training events including any and all Annual Training Seminars, Regional Training Seminars, and Daily/Department/District Training Seminars.

The Board is also given the responsibility of developing policies that will help ICPC financially. The Regional Policies include necessary financial policies that will keep us out of trouble with the IRS.

Our auditors have provided very strict rules that will make our job of being in compliance with their requirements and the statutes of the IRS easy.

As an organization that specializes in educating and training law enforcement chaplains we must strive for consistency, for professionalism, and to prepare our chaplains for the possibility of

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The Necessity of Unified Training Protocol

Chaplain Mark Clements, ICPC President-Elect

“The International Conference of Police Chaplains exists to develop professional chaplains through dynamic education and support.”

This is the mission statement for the International Conference of Police Chaplains. This is our reason for being. It describes our purpose for existing. It articulates our mission. It states why the International Conference of Police Chaplains exists – to provide education and support for law enforcement chaplains!

Through the past decade, while serving on the ICPC Education Committee, and now as an Executive Officer, I’ve been aware of the consistent and on-going efforts to improve the training and education that ICPC offers. These efforts have included a standardization of our 12 Basic Core Courses. These courses have been copyrighted and now provide a consistent base of foundational training for law enforcement chaplains around the world. No matter where the courses are being taught or who is teaching them, the information presented and knowledge received is uniform throughout the organization.

I remember as a young chaplain coming to ICPC with a desire to receive training. I remember taking the same class at a number of different training events. The instructor for each class was different (which is understandable) and so was the information they presented. In several cases, the instructors presented differing information and actually presented opposing views on the same topic. I remember thinking that this generated confusion and raised questions as to what was appropriate and right – instead

of fostering assurance and confidence. Although our current 12 Basic curriculum courses could still be improved upon, they now provide us with a uniform and consistent foundation and standard for the training that ICPC offers.

Likewise, the recent advancements and improvements in the certification of our instructors is resulting in more consistency and continuity throughout the organization as ICPC continues to educate and train chaplains. Over the past several years, sincere efforts have been made to assure the quality of our instructors and the uniformity of our instruction. One example of this is the more consistent offering of a Train the Trainer class at our Annual Training Seminars. Also, at our recent Mid-Winter Executive Committee meeting in Sacramento, CA. President Hardgrove initiated a study concerning the formation of an Instructor Development Committee. This committee will work in conjunction with the Education Committee. Its sole purpose will be the development (training, educating, certifying, re-certifying, etc.) of our instructors. This type of focus displays our organization’s commitment to improvement, excellence, consistency and professionalism as we strive to fulfill our mission of “.....developing professional chaplains through dynamic education and support.”

A final thought along this line is in regard to the events during which this training takes place – in which these courses are taught and during which these instructors make their presentation. Whether it’s our ATS, RTS or DTS (Daily/Department/District Training Seminar), work is continuing to assure that ICPC re-

mains a cohesive, consistent organization with policies and standard operating procedures that are uniform and consistent throughout. An example of this is the newly revised Regional Policies Handbook (approved and currently being distributed) which includes the following definition of Conference Director:

The ICPC Conference Director (CD) is the overseer of all aspects of ICPC training events including any and all Annual Training Seminars, Regional Training Seminars, and Daily/Department/District Training Seminars.

The CD shall provide guidance to the Seminar Host in areas including (but not limited to): consultation, budget, brochure, classes, instructors, hotel selection, negotiating of contracts, training, media releases, site planning, coordination of event, follow-up, etc.... Each Seminar Host shall consult with the CD prior to making final determinations and/or receiving final approval. The Conference Director’s duties assure uniformity, consistency, support and professionalism within the organization.

Again, the goal is to assure continuity and uniformity in all aspects of planning, training, education, accounting and reporting at each of our ICPC training events – regardless of their size, the location at which they are held, and, who all may be involved.

Many will be the impacts of our unified efforts toward advancement and upgrade in these areas. Better service and the assurance of consistent, quality education for our

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President's Message

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being called into accountability for decisions and actions. A simple example is the requirement for all class participants to sign in for every session of a class. With that information we can confirm that you did attend the class. With a written test we can confirm that you understand the material that was taught. With an approved course outline we can confirm the content of the class. One problem, or concern, that we as the Board have, are the number of training sessions being offered under the name of ICPC, but which have not been approved by ICPC.

Be aware that if a class or session that you have or are taking is not ICPC approved, even though it was advertised as an ICPC offering, the Academic Registrar cannot record the completion of that offering in your training record

and those hours will not count toward credential requirements. Why? Because if we cannot be assured that the training complies with our requirement we cannot confirm it. Just because it's named like one of our Basic Courses there is no guarantee that it contains the information that we believe is critical for you to know. If you have a question about a class you may contact the Academic Registrar or the ICPC Corporate Office.

It comes down to this, and my apologies for airing dirty laundry, we have members who offer training for chaplains. They fly the flag of ICPC but do not go through the process of having the training approved by ICPC.

Members are frustrated and angry because we cannot accept the hours they submit to the Academic

Registrar. They are even more frustrated and angry when the host charges a fee for the training.

If you are an ICPC member and you have a better idea about what needs to be added or changed in our Basic courses, let the Education Chair know you are available to serve on the committee. We, as the Board, are always looking for ways to make our training better and more relevant. The words, "It's the way we have always done it" will fall on deaf ears. This is a dynamic organization, we are always growing, changing and improving. If you can, and will help us, please let us know.

This is a journey and we are on it together.

Thank you, for your continued commitment and service. May God always richly bless you!

The Necessity of Unified Training Protocol

(Continued from page 3)

members. Excellence and professionalism displayed to our partner organizations and to the departments and agencies that our members serve in. Corporate law and IRS rules will be adhered to and audit demands satisfied – which in turn provides us with great favor and good standing to receive consideration for grants. And finally,

as having uniform policy across the board always does, these advancements and efforts will ensure confidence, assurance and ease of operation for all who serve in our organization – for those in our Areas and Regions and on our Board of Directors. For those on our organization's committees and those who work with credentials and academic records. And for those who plan and host our train-

ing events and those who instruct during them.

TOGETHER we all strive and each contribute to make ICPC the great organization that it is. May we all endeavor to continue to work TOGETHER to fulfill the worthy mission of ICPC "...to develop professional chaplains through dynamic education and support."

ICPC Executive Officers 2013-2015

President



Mike Hardgrove

President-Elect



Mark Clements

Vice-President



Mark Bardsley

Secretary



Cyndee Thomas

Treasurer



Bob Fiers

Nominating Committee 2015 Candidates

Floor nominations deadline April 14, 2015. Nomination Guidelines are available on the ICPC website: www.icpc4cops.org.

President (automatic)



**Mark
Clements**

Volunteer Chaplain
LaCrosse
Police Department
LaCrosse, WI
Non-Denominational

Treasurer



**John Robert
'Bob' Fiers**

Volunteer Chaplain
Indianapolis
Police Department
Indianapolis, IN
Non-Denominational

President-Elect



**Mark
Bardsley**

Volunteer Chaplain
Marion
Police Department
Marion, IN
Wesleyan

Secretary



**Cyndee
Thomas**

Volunteer Chaplain
Redding
Police Department
Roseville, CA
Non-Denominational

Vice-President Nominee:



**Jim
Crowley**

Volunteer Chaplain
Central Oregon
Police Chaplaincy
Bend, OR
Nazarene

2015 Election Procedures

Elections will be held during this year's ATS for the following ICPC Executive Officers: President-Elect, Vice-President, Chief Financial Officer and Secretary.

Open to all Full, Retired or Life Members of ICPC in good standing. Updates and/or changes to membership must be submitted **NO LATER** than **June 17, 2015**.

Floor nominations deadline **April 14, 2015**. Nomination Guidelines are available on the ICPC website: icpc4cops.org in the Members Only Section—Elections/Nominations/ Nomination Policy (5 Pages)-2015.

Officer Nomination Form N-2012

Closing date for "Floor" nominations is ninety (90) **calendar days** preceding the opening ceremonies of the 2015 Annual Training Seminar, Sacramento, CA. Completed forms and all confirmation documents must be submitted to the ICPC Corporate Office **no later than midnight April 14, 2015**.

Nominations must be submitted on **this** ICPC Officer Nomination Form N-2012 via mail, fax or email to ICPC, PO Box 5590, Destin, FL 32540 ~ icpc@icpc.gccoxmail.com ~ 850-654-9742 (fax).

I nominate the following candidate for the office of:

Candidate Information:

Name: _____
Address: _____
City: _____
State: _____ Primary Phone: _____
Email: _____
Region: _____ Credential: _____ Join Date: ____/____/____

_____ President Elect

_____ Vice President

_____ Secretary

_____ Treasurer

Submitted by:

Name: _____
Address: _____
City: _____
State: _____ Primary Phone: _____
Email: _____ Reg: _____
Credential: _____ Join Date: ____/____/____
Signature _____ Date _____

Seconded:

Name: _____
Address: _____
City: _____
State: _____ Primary Phone: _____
Email: _____ Reg: _____
Credential: _____ Join Date: ____/____/____
Signature _____ Date _____

- Candidates are to submit a personal statement, less than 500 words, outlining why they wish to hold this position and what they hope to achieve in this role.
- They shall confirm that they have read and are in compliance with the qualifications for this office.

Nomination Process Adopted 2012 Spokane, WA Annual Training Seminar



MOTOROLA SOLUTIONS
FOUNDATION

2015 Exclusive Scholarship Application Deadline—4/30/15



MOTOROLA SOLUTIONS
FOUNDATION

Motorola Solutions Foundation provided a generous grant which allows ICPC to offer 16 of our members a scholarship opportunity to attend the 2015 ATS training.

Members may download an application from our website: icpc4cops.org—Members Only Section—ICPC Forms—Motorola Application 2015.



Doubletree by Hilton Sacramento
2001 Point West Way
Sacramento, California 95815

Reservations: 800-686-3775
Direct: 916-929-8855
Code: ICP



Registration Link: bit.ly/2015ATSHOTEL

Room Rate: \$112.00 plus tax
(Room rate guaranteed until June 17, 2015)

Attendee Fees

Member Rates: \$225.00
Basic/Enrichment/Liaison

Non-Member Rates: \$340.00
Basic/Enrichment/Liaison

Member: \$275.00
Advance

Non-Member: \$415.00
Advance

Late Registration Fee
(06/17/2015)—\$75.00

For more information, or
to download registration
forms:

www.icpcats.org

JULY 13-17, 2015



Auxiliary

ICPC spouse registration is **\$85.00** per attendee and includes Monday Ice Cream Social, Thursday Banquet and Friday breakfast.

Auxiliary Classes/Excursions

Upon arrival register for classes and/or excursion activities at the **Auxiliary Table**.

Children and Youth

Child/Youth registration is **\$65.00** per attendee (**K-12th** grade). Youth activities are planned by the Sacramento Law Enforcement Chaplaincy for youth attending the ATS. Detailed information will be emailed to attendees with registered youth, as well as online at www.icpcats.org.

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BODY CAMERA DISCUSSION

Sergeant Craig Hungler

(The views expressed in this article are those of the author and in no way represent an official view of The International Conference of Police Chaplains).

Over the past several years the technology within law enforcement has grown tremendously. Today's patrol officer operates a cruiser equipped with multiple radio systems; mobile data computers and dash mounted camera systems just to name a few. With the advent of the body-camera several years ago came a discussion regarding the applicability and necessity of purchasing such a system.

Certainly within the past year events such as Ferguson, Missouri; Cleveland, Ohio and New York just to name a few, this conversation has increased. In many areas the discussion taking place now is not whether to obtain this technology, but when. The discussion immediately following quickly turns to one of budgetary concern in these times of shrinking budgets for many police agencies.

There is no doubt that deployment of body cameras in law enforcement may have advantageous benefits in certain circumstances. In 2012 a study conducted by the police department in Rialto, California in partnership with the University of Cambridge-Institute of Technology in the UK provided such data.

In the year-long study it was determined that an 88% reduction in officer complaints took place between the year prior to this implementation and the year of the implementation. This same study showed a 60% reduction in use of force incidents taking place during the same time frame. (Miller, 2014)

It must be acknowledge however, the true reason for these reductions can-

not be solely attributed to the body camera system being tested. As pointed out by the Chief of Police in this jurisdiction: *"Whether the reduced number of complaints was because of the officers behaving better or the citizens behaving better—well, it was probably a little bit of*



both." (Miller, 2014)

It is a fact that in any given interaction with police, if a person knows they are being recorded, even just audibly, the likelihood of an accusation without basis is rare. The question then must be asked is how many complaints on officer behavior prior to this implementation were baseless in the first place?

From an officers perspective I feel any apprehension about the implementation of body cameras is based upon logistical and privacy concerns, rather than the "fear of getting caught." The fact of the matter is that most police officers I know assume they are on some type of video and/or audio recording the entire time they are on duty. With the proliferation of groups such as "Copwatch" to the prevalence of cell phone recordings; any interaction with an officer is usually being documented by someone. One of the main concerns I personally have is the concern of how this new piece of equipment is going to integrate into the 25+ pounds of gear I already have to wear each and every day.

My department is testing body cam-

eras at the current time and the size and configuration of these devices is concerning. Some of the units have wires which connect to a transmitter device which must be carried in a pocket or worn on the gun belt. Some of the units are actually meant to be "mounted" on the head of an officer and some appear larger than a pager, meant to clip on to the front of an officers uniform.

With the implementation of a body camera within police work must come a great deal of investigation and policy development. The general orders of a department must articulate exactly when the camera must be turned on by an officer and provide officer discretion. Many crime victims will not be interested in being videotaped by an officer with the knowledge that the footage may end up on the Six O'clock News.

The realization must also be stated up front that simply because an officer is wearing a body camera does not assure that his or her actions will be recorded. The device most commonly being deployed is the one which attaches to the front of an officers uniform. If the officer's entire body is not facing the suspect; which will most likely be the case in understanding officer safety tactics, the interaction may well likely not be captured on video. The audio portion will still be recorded; however the video may show traffic coming down a roadway rather than the confrontation.

If the concept of utilizing a body worn camera is being looked at as a panacea for everything which is perceived to be "wrong" with the policing culture, the promoters of such technology will be sorely disappointed and the public misled. The focus should be on open and honest dia-

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Stress Management in Law Enforcement —An Individual & Organizational Must!

Brianna Johnston and Mark C. Johnston ~ Reprinted with Permission

<http://www.aaets.org/article251.htm>

"Of course there were no alcohol problems, I mean, you buried them. And you know, you did take the guy aside, cover for him, all of the things that I'm sure you've heard of a dozen times. And when that fails to work and the guy drank himself to death we all stand solemnly at his funeral"

Stress, critical incidents, emotional upset, depression, anxiety, and suicide are topics rarely broached by 'brothers in blue.' Often associated as character flaws, law enforcement officers are quick to judge their own (and we sometimes even shoot our wounded) when it comes to psychological impairments and handicaps. The reality remains that thousands of police officers are exposed to extremely stressful stimuli (organizational and operational) every year. These brave men and women do indeed 'protect and serve,' but they are not immune to the physical, emotional, and psychological wear and tear of their stressful careers.

Recently, Employee Assistance Programs (EAPs) are transitioning from private organizations to some public agencies. As a result, some policing agencies have noted an increase in organizational effectiveness and efficiency, reductions in officer burnout, on-duty accidents, agency civil suits, and negative public perceptions. Although these positive notes are relatively recent (realized in the last decade or two), the benefits are now becoming highly significant. Accordingly, much responsibility lies with management and organizations to facili-

tate services to address these concerns. The real common sense and bravery is found in addressing the issue rather than denying it and regressing to crippling cynicism and/or some of law enforcement's more traditional but unhealthy alternatives of crawling into a bottle or the wrong bed.

In recent history, management in many American organizations realized a direct connection between agency output, productivity, success and employee inputs – their well being. EAPs organizationally emerged; many initially putting emphasis on employees' alcohol use and abuse concerns. Unfortunately most American law enforcement agencies were not as quick to follow the private organizational suit. Prior to the 1980s there were only six psychologists directly associated with law enforcement in the U.S. Occupational stress and officer turnover rates were high. And, experts have indicated that as many as 75% of police officers either left or lost their careers within a few years following use of deadly force incidents.

A direct correlation exists between exposure to occupational critical incidents and traumatic stress disorders. Post-Traumatic Stress Disorder or PTSD is an anxiety disorder sometimes occurring subsequent to a critical incident; its prevalence among civilians is roughly 3% but for police officers it is estimated to be from 10% to 30%. This percentage routinely increases to over 34% following exposure to an occupational critical incident. Over 87% of law enforcement personnel experienced at least one occupational critical incident during their careers, including fear for their life.

Research indicates that many (68.8%) experienced these within the first two years of becoming a police officer. Specifically, 66% of Officer Involved Shooting (OIS) officers experience distress (a negative, dysfunctional stress reaction that often erodes health and performance). Manifestations of this stress typically include persistent and intrusive thoughts, nightmares, anger, guilt, cognitive dysfunction, and/or depression.

In the 1990s, mental health services for first responders finally began to gain some operational traction. And with it, it became more generally acknowledged that police officers were not immune to the exceptional amount of occupational stress they endure. But with terrorism, the recession, recent budget concerns, increasing violence in many communities, and reprioritizing, some of that traction is beginning to slip.

Hopefully more managers are recognizing that their officers need better care. This care is not singularly associated with protective armor, tactical training or specialized equipment. Law enforcement agencies are becoming increasingly apt at operationally responding to line of duty fatalities, traumatic critical incidents, high-speed pursuits, hostage negotiations, Oases and even terrorist attacks – the more commonly recognized traumatic events in law enforcement. But, it is also the many less dramatic, but more frequent events, operational and occupational stress and all their manifestations that can be the real insidious injury to officers and their careers. These stress issues have often shown to be more deleterious and longer lasting to the officer and

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REGION 2—RTS REFLECTIONS

Chaplain Jim Crowley, Regional Director #2

The care for our Region is always the burden of every Regional Director. On Region 2 our mission is: We train together to serve together. The preparation for this focused time to train and grow always begins with our Regional Team meeting one day early. Our coming together is always a thrill for me. I was challenged this year as we would be coming together without our Montana Area Rep Chaplain Warren Hiebert who would miss our time due to his Lois's illness.

Our hearts were heavy as we began our time in prayer and preparation. The scheduled prepared and edited, classes rearranged – our ICPC President and friend Chaplain Mike Hardgrove was to be with us but due to illness could not attend. The slot would be filled with a Leadership Class. We adapted to the notification of another instructor that was unable to attend but God filled the spot with a new chaplain sponsored by a chaplain that could not attend to attend.

The challenge to our Regions chaplains of last year would bring 9 other chaplains who would attend on the scholarship from others. We accomplished our Budget, heard reports and anticipated that we would enjoy our 2015 RTS in Cannon Beach, Oregon. We anticipated as well God's Favor for some sun-warmed days through the week – we were hopeful. Our Chaplains began to arrive – Monitors and First Timers were briefed and Registration began.

Key Note Speaker Retired Special Agent Samuel Feemster began our first session challenging and equipping us

for the year to come with the theme, The Chaplain and Spiritual Survival. Basic Classes began the following morning at 06:30 with 34 students anticipating the opportunity to learn and pursue their Basic Credentialing. They were excited that we had made plenty of coffee for them!!!

The week continued with each day bringing the fullness of Training to Serve. We acknowledged Chaplain Bill Tate with a Regional Life Time award – Ed Stelle Award. More basic classes – 6 in all for the short week with Advanced Training for seasoned Chaplains from our Region, California, Arkansas, and Oklahoma & Pennsylvania.

We enjoyed State meetings – the Treasurer's Report and a Regional Directors Report that reflected the activities and vision for our Region.

Anticipation continued to grow with small groups of chaplains serving and supporting each other following difficult years. Wednesday was filled with Advanced classes and an opportunity to hear from the OSO Mudd Slide Team of chaplains – more than 50 chaplains cared for this event both at the scene and supporting from a distance. The class was well attended.

Wednesday evening we gathered to remember and as I was trying to get from one location to another to change into my class A, a veteran chaplain of over 20 years ministry experience asked me if I could talk with him for a moment. I hesitated only long enough to hope that he would not notice. Would I have time for my friend and fellow chaplain? A chaplain that had been there for me when he probably never knew how discouraged I was for that season. Someone who encouraged me in the past – I waited and listened to his heart. Eyes watered and with a heart broken he began to confess to me when I began the car ride to the Beach some 7 or 8 hours away I had made my mind up that I would quit the chaplaincy when I returned home. I made the decision that this would be my last RTS. I was finished – exhausted with nothing left to give. As he confessed my heart broke for him. I prayed in my spirit please God help this have a good ending. I'd prayed that prayer many times over the years and there were times I didn't get to see the end. He looked at me and shared that because of several of the classes and the encouragement and support that he was experiencing he would go back a new chaplain equipped and ready to serve.



We hugged and cried together as chaplains passed by - I was so excited being late was ok. I took about 25 steps and one of our many first time chaplains to the RTS and to ICPC training stopped and asked if I had a minute – I didn't even hesitate – absolutely. With this being his first RTS I asked him if he was OK. He

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REFLECTIONS ON RETIREMENT

Chaplain William Wentink

Editor's Note: This will be a series of reflections by ICPC members and we solicit input from others on their perspectives.

I was ordained a Catholic Priest on May 9, 1970. My first assignment was as Associate Pastor at St. James church in Rockford. I have always been interested in police work so on my first day at St. James I went to the Rockford Police Department and introduced myself to Chief Del Peterson. I told him that I was a new priest in town and asked if I could ride in a police car to get to learn the City. He was very gracious. My first night in a squad car we responded to a house fire where three children died. The Officer that I was with said, "Hey you are a priest - you need to tell the parents that their children are all dead in the house."

For the next 41 1/2 years I had the privilege of serving the Rockford Police and Fire Departments as their Chaplain. That position was always part of my Diocesan assignments.

In our Diocese we can retire when we reach 70 years. At that time I would have been ordained 44 years.

When I was 65 I was starting to give some thought to retiring from the Rockford Police and Fire Departments. Police Officers and Firefighters have to retire at 65 so that would make sense for me too. Well it was another 2 1/2 before I finally retired from my volunteer position. I knew that it was time.

People had always said that you will know when the time is right and I knew it. There were things that I was concerned about. The Rockford Chaplain Program had grown from a one man operation to a nationally recognized Chaplain Division.

This was due to the support of the City, the volunteer duty chaplains and my great partners over the years. Stu Nelson, Pat Riggins and Billy Wilson. I wanted it to continue but I also knew that new blood

was needed and change would be good. I retired on December 1, 2011.

It was the right decision for me. While I not involved in the day to day operations of the Chaplain Division I still have contact with many of the older and retired Police Officers and Firefighters.

As I approached 70 years of age, I wrote to my Bishop requesting retirement from my Diocesan Assignments. I retired on July 1, 2014. To say that it is great would be an understatement.

I have no night calls and no meetings. I help out in different places but am free to say "that doesn't work for me". I don't know where the time goes everyday but I am tired at night and go to bed knowing that the phone or pager isn't going to go off.

*Chaplain William
'Bill' Wentink,
Rockford, IL*



Video Download

Wish to enhance your chaplaincy program with video resources?

Video's may be download from our website:

icpc4cops.org
News and Views Tab



INTERNATIONAL UPDATE

Chaplain Kibinge Wa Muturi

Travelling in Africa Always Eventful

By the grace of God I have had the humble privilege of travelling widely both in Africa and outside the continent. I was born and bred in Africa where I have lived all my life. I have no immediate plans of relocating from Africa. From my stay and travel experience, I have discovered one thing; there is no dull moment whenever you travel within the African continent. It is always eventful and never a dull moment. Always action packed and momentous!

This came true in January 2015 when I was invited to facilitate a four day seminar in Swaziland by the Royal Swaziland Police chaplaincy service on Police Chaplaincy and Ministry. The organizers wanted participants enlightened on police chaplaincy and the Christian police ministry and how the two are joined and can work together. The participants were police chaplains and Christian police officers drawn from Swaziland, South Africa, Zambia and Zimbabwe. Zambia and Zimbabwe however did not show up. As part of my responsibility is to represent ICPC and promote police chaplaincy in Africa, I accepted the invitation and informed the Destin office about the invitation. Upon consultation with the executive committee, the office informed me that ICPC would cater for my air fare to Swaziland as the Royal Swazi Police had offered to take care of my accommodation and local travel while in Swaziland. I immediately started to make the necessary preparations for the visit. Among the preparations I was to make was to secure a transit visa for South Africa. As Kenyan, I do not require a visa to enter Swaziland but to get there I must pass through South Africa and I must have a South African transit visa. I applied for one but I was kept waiting until I could not make it for the first two days of the seminar. I made plans with the organizers who put the other speakers to take the first two days

while I was assigned the last two days. I was finally able to secure the transit visa.

I set off for Swaziland on the evening of the 29th of January for the four hour flight to Johannesburg, South Africa. There was no connecting flight to Swaziland from Johannesburg and therefore I had to spend the night at the airport. I kept myself busy as I polished my two day presentations. Finally the following morning I was able to get the 45 minute flight to Swaziland where I arrived to find the chief chaplain and other police officers at hand to receive me. My memorable 'problems' started upon arrival.

I discovered upon arrival that I had lost my bag that contained all my stuff including my police uniform. We spent more than an hour trying to locate the bag but in vain. I had been scheduled to pay a courtesy call on the National Commissioner of Police on arrival before moving to the police college for the seminar. We decided to proceed to the police college since we had already lost time looking for the bag, but not before we had passed by my hotel for a quick shower and change of clothes. At least I had one pair of casual change in my hand luggage. We cancelled the visit to the commissioner after he had been informed of my pre-

dicament.

Though tired, sleepy and in my casuals, I took my place and presented the seminars that went on very well. The participants were well responsive and raised very pertinent issues relating to police chaplaincy and the Christian police ministry. I enjoyed every moment of the seminar sessions. I spoke for six hours on that first day of my seminars.

The National Day of Prayers for the Police was to take place the following day where I was to deliver a keynote address. It was however suddenly changed to take place in the evening of the same day that I had arrived after the day's seminars. The prime minister of Swaziland was to be the chief guest and top government officials including cabinet ministers were expected to attend. After the day's seminars, I needed to buy a suit, shirt, tie and shoes for the formal mode of dressing for the evening's Day of prayer ceremony now that I had lost my police uniform. We rushed to town business district and for more than two hours, we could not find something that would fit me. We finally settled for a suit that was a little oversize but somehow I fit in.

Though we were late for the ceremony by about half an hour, the ceremony did not start until two hours later when the prime minister arrived. There was singing and dancing, speeches and presentations, prayers and sermon that went on way after midnight, followed by a sumptuous dinner that went on until 1.30am. Indeed it was a true African fellowship in the true sense of the word. The old



Chaplain Kibinge delivers his keynote address during the National Day of Prayer for the Police.



Part of the congregation that attended the National Day of Prayers for the Police ceremony.

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SWAZILAND POLICE CHAPLAINCY RESTRUCTURED AND BOOSTED

Chaplain Kibinge wa Muturi

The Swaziland Police Chaplaincy Service has been restructured and boosted with the appointment of seven new police chaplains. Royal Swaziland Police Service of the Kingdom of Swaziland, Southern Africa, has for the last eight years had only one police chaplain based at police headquarters. The new chaplains who are all sworn and serving police officers and ordained pastors will with immediate effect take charge of the various police administrative regions and units covering the whole country. They are now exempted from performing ordinary police duties so as to concentrate only on police chaplaincy.

The announcement on the remodeled structure of the police chaplaincy program was made by the Royal Swaziland Police Service, National Commissioner of Police Mr. Isaac Magagula during the National Day of Prayer for the Police at the Royal Swaziland Police Col-

lege. A keynote address was made by the ICPC Africa Region (11) Director Chaplain Kibinge wa Muturi. The function was attended by among others the Prime Minister of Swaziland Mr. Paul Dlamini, Cabinet Ministers, Service Commanders, the Commissioner General of His Majesty's Correctional Services Mr. Isaiah Mzuthini and his management team, church leaders, a team of 46 Christian police officers from South Africa and hundreds of Swazi police officers and their families. The prayer day was a culmination of a four day seminar on Police Chaplaincy and Ministry hosted by the Christian Police Association of Swaziland and the Royal Swaziland Police Service.



Chaplain Kibinge receives a gift from the prime minister of Swaziland.

tion of Swaziland and the Royal Swaziland Police Service. In his address, the prime minister called on police officers to continue playing their role of being custodians and peacemakers in the nation, ensuring that there was peace and stability in the country. He said that some people presumed that being a Christian and a police officer were incompatible, but that was not the case. He added that being a Christian when one was a police officer was good in that officers believed that they were protected by God such that they are able to stand their faith against the schemes of the devil. He further urged the officers to continue executing their mandate with pride even in the face of diversity because the Lord had commanded them to be strong and courageous in pursuit of righteousness. The prime minister reminded the officers that the Bible says that "blessed are the peacemakers for

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International Update

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adage, that 'there is no hurry in Africa' clearly manifested. I enjoyed every moment and every activity that took place during the ceremony, save for exhaustion and sleep.

I spent the second day with the leadership of both the chaplaincy and the Christian Police Association. I took them through different models of chaplaincy structure and that of the Association. I gave them draft copies of chaplaincy policy framework and CPA constitution to assist them come up with the best for their police department. By the end of the second day, I was a very happy person after having accom-

plished not just what I had gone to do in Swaziland but far much more than I expected.

I left Swaziland early in the morning of the third day. Upon reaching the airport I found my bag had finally arrived with everything intact. All I could do was to check it in back to Nairobi. From the day I arrived in Swaziland to the time I finally left, I had been assigned a luxurious government vehicle from the Ministry of Foreign affairs, a driver and an aide who gave me VIP treatment throughout my stay. On reaching Nairobi airport, there was no one to meet me. As I stood outside the airport building contemplating how to get home, I thought of how life

can sometimes be very unfair; one moment you are enjoying VIP treatment, the next moment you are standing at a bus stop waiting for public transport! My greatest joy however is in the impact of the ministry in Swaziland.

(The author is the ICPC Region 11 (Africa) Director. My appreciation goes to the ICPC Executive Committee and the Destin office staff for facilitating me to travel to Swaziland and for all the support they accorded me to make the visit possible and also for the personal interest they have shown towards chaplaincy ministry in Africa. Special thanks go to the Executive Administrator for being there for me. Thank you very much).

Swaziland Police Chaplaincy Restructured and Boosted

(Continued from page 13)

they shall be called sons of God”.

In his speech, the police commissioner appealed to Swazis to respect the sanctity of human life and cautioned them against the love of money and greed, noting that the country was experiencing an increase in crimes of rape and murder and an upsurge in road traffic accidents. He called on the nation to have a change of behavior and mindset. He prayed that the appointment of the new police chaplains would provide the much needed spiritual and emotional support to police officers in Swaziland.

In his address, chaplain Kibinge thanked the Royal Swaziland Police for recognizing the importance of the chaplaincy program to the police department. He said that the effectiveness of police officers largely depend not on the wages they are paid and the equipment they use but by the psychological, emotional and spiritual support they have received. He said each day police officers are faced with potentially dangerous situations as they come into contact with the baser elements of the society. After such experiences, the officers need

someone trustworthy to share their problems with. Someone who understand the circumstances under which the officers work and who has with time been able to win their confidence. That person is a police chaplain. He called on the officers to take advantage of the newly appointed chaplains and open up to them and share their problems with them.

According to the new chaplaincy structure, the chaplaincy services will be headed by a chief chaplain who will be assisted by regional chaplains covering all police administrative regions and units in the country.

The newly appointed chaplains are:

1. Chaplain Gabriel Dlamini – Chief Chaplain based at Police Headquarters
2. Chaplain James Magagula – Police Headquarters
3. Chaplain Sabelo Gwebu – Shiselweni Region
4. Chaplain Sandile Shongwe – Ngonini OSSU
5. Chaplain Gcina Matse – Police College
6. Chaplain Mduduzi Makhanya – Manazini Region
7. Chaplain Sikelela Mamba –

HhoHho Region

8. Chaplain Mefika Shabangu
Lubombo Region



The newly appointed police chaplains being introduced by the National Commissioner of Police (fourth from the right).

Chaplain Kibinge congratulated the new chaplains for their appointment and informed them that ICPC provides spiritual and emotional support to the chaplains who serve and minister to the needs of police officers and their families. He added that ICPC also provides chaplains with support in training, materials, certification and fellowship, and invited the chaplains to join the organization in order to benefit from its long history and wealth of experience.

(The author is the ICPC Region 11 (Africa) Director).

Body Camera Discussion

(Continued from page 8)

logue addressing the underlying problems between police and the communities they serve. We all hear about the news grabbing headlines regarding police corruption; use of force or other violations of law. What fails to get mentioned along with these “news” stories are the hundreds of thousands of encounters that citizens have with police each and every day which do not contain any of

these issues.

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Sgt. Craig Hungler,
Dublin, OH



MEMBERS ONLY SECTION

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

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Members Only Section—Members Roster.

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NEWS & NOTES



2015 William W. Wagner Excellence in Law Enforcement Chaplaincy Award

Presented to

Chaplain Diana McGrath

For 7 Years of Exceptional
Service as a Law Enforcement Chaplain
and for Your Outstanding Contribution
to Law Enforcement Chaplaincy

**International Conference
Of Police Chaplains
Region #4 - Wisconsin**

National Association of Police Organizations

Appoints Wesley McDuffie as NAPO's Chaplain



"It is my great pleasure to have been asked by the executive officers of NAPO to let you know that at our recent January 25 Board meeting, upon nomination by NAPO's new president Mick McHale, and unanimous approval by our Board, NAPO has officially appointed you to our newly created position of Chaplain to the Association. Please let me be among the first to congratulate you and to thank you for your continued care and concern for the spiritual well-being of our officers."

William J. Johnson, Executive Director

Mary and Rick Kassel stopped by the ICPC office to lend a helping hand and sign up for the 2015 Annual Training Seminar.



On January 15, 2015 Bishop Dr. Gary Welsh was assigned as the Assistant Commissioner of Police in charge of the Community Safety and Security Branch. The Community Safety and Security Branch is the arm of the Jamaica Constabulary Force mandated with the responsibility of institutionalizing Community Based Policing as the philosophy and operational strategy.

At the Community Safety and Security Branch there are Divisional Coordinators island wide who oversee the activities of Police Youth Clubs, Neighbourhood Watch groups, Safe Schools Coordinators and Tourism Liaison Officers. These coordinators also assist in widely publicized community meetings as well as all stakeholders and partnership activities within the various divisions.

The Neighbourhood Watch Program is a proactive crime fighting strategy which includes the concept of "being your brother's keeper;"

The Police Youth Club movement is responsible for mobilizing youths from socially challenged communities;

Safe Schools Unit utilizes School Resources Officers to ensure safe learning environment;

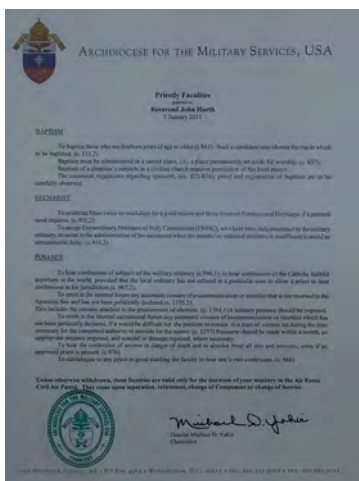
Tourism Liaison Officers are responsible for engaging stakeholders within the tourism sector to ensure the safety of visitors to the island.

The Community Safety and Security Branch is integral in the proactive strategies employed by the Force in reducing crime. These strategies demand full engagement of stakeholders. On a daily basis communities are engaged in identifying safety issues and strategies compatible to their social environment.

Notwithstanding this awesome task, Bishop Dr. Welsh continues to serve as Chaplain for the Association of Caribbean Commissioners of Police, Volunteer Chaplain for the Jamaica Constabulary Force and Police Liaison Officer for the Jamaican Diaspora.

Chaplain John Harth has been distinguished by the Archdiocese for the Military Services, USA with
**PRIESTLY
FACULTIES.**

Congratulations John!



Police Harassment

Recently, a Police Department (a small city in the southwest) ran an e-mail forum with the local community (a question and answer exchange) with the topic being, "Community Policing." One of the civilian e-mail participants posed the following question:

"I would like to know how it is possible for police officers to continually harass people and get away with it?"



From the "other side" (the law enforcement side -

obviously a cop with a sense of humor) replied:

"First of all, let me tell you this...it's not easy. In our city, we average one cop for every 600 people. Only about 60% of those cops are on general duty (or what you might refer to as "patrol") where we do most of our harassing.

The rest are in non-harassing departments that do not allow them contact with the day to day innocents. At any given moment, only one-fifth of the 60% patrollers are on duty and available for harassing people while the rest are off duty. So roughly, one cop is responsible for harassing about 5,000 residents. When you toss in the commercial business, and tourist locations that attract people from other areas, sometimes you have a situation where a single cop is responsible for harassing 10,000 or more people a day.

Now, your average ten-hour shift runs 36,000 seconds long. This gives a cop one second to harass a person, and then only three-fourths of a second to eat a donut AND then find a new person to harass.

This is not an easy task. To be honest, most cops are not up to this challenge day in and day out. It is just too tiring. What we do is utilize some tools to help us narrow down those people which we can realistically harass.

The tools available to us are as follows:

PHONE: People will call us up and point out things that cause us to focus on a person for special harassment. "My neighbor is beating his wife" is a code phrase used often. This means we'll come out and give somebody some special harassment.

Another popular one: "There's a guy breaking into a house." The harassment team is then put into action.

DRIVERS: We have special cops assigned to harass people who drive. They like to harass the drivers of fast cars, cars with no insurance or no driver's licenses and the like. It's lots of fun when you pick them out of traffic for nothing more obvious than running a red light. Sometimes you get to really heap the harassment on when you find they have drugs in the car, they are drunk, or have an outstanding warrant on file.

RUNNERS: Some people take off running just at the sight of a police officer. Nothing is quite as satisfying as running after them like a beagle on the scent of a bunny. When you catch them you can harass them for hours to determine why they didn't want to talk to us

STATUTES: When we don't have PHONES or CARS and have nothing better to do, there are actually books that give us ideas for reasons to harass folks. They are called "Statutes"; Criminal Codes, Motor Vehicle Codes, etc... They

all spell out all sorts of things for which you can really mess with people. After you read the statute, you can just drive around for awhile until you find someone violating one of these listed offenses and harass them.

Just last week I saw a guy trying to steal a car. Well, there's this book we have that says that's not allowed. That meant I got permission to harass this guy. It's a really cool system that we've set up, and it works pretty well. We seem to have a never-ending supply of folks to harass. And we get away with it. Why? Because for the good citizens who pay the tab, we try to keep the streets safe for them, and they pay us to "harass" some people.

Next time you are in my town, give me the old "single finger wave." That's another one of those codes. It means, "You can't harass me." It's one of our favorites. Hopefully sir, this has clarified to you a little bit better how we harass the good citizens.

Peer Support

When people need help,
they call a cop.

When a cop needs help,
they call a chaplain.

Who does a chaplain
call when they need help?

The ICPC
Peer Support Team.

If YOU need to talk CALL:

850-499-0453

Chaplain Memoriam



Chaplain John J. Negrotto
Lanoka Harbor, NJ
DOD: December 13, 2014

Condolences to:

Family of Chaplain John J. Negrotto
714 Laurel Blvd.
Lanoka Harbor, NJ 0873-2631



Chaplain Park Dwayne Wheat
Big Spring, TX
DOD: December 18, 2014

Condolences to:

Family of Chaplain Park D. Wheat
101 Washington Blvd.
Big Spring, TX 79720



Chaplain Michael P. Forbes
Princeton, WV
DOD: December 20, 2014

Condolences to:

Family of Chaplain Michael P. Forbes
288 Leah Dr.
Princeton, WV 24739

**“Our hearts and prayers are with
the families.”**

Region 2—RTS Reflections

(Continued from page 10)

smiled and shared with me he was so excited about doing chaplaincy and becoming part of the family on the Region. He shared he had never in all of his ministry received as much practical training for ministry. This young sharp uniformed chaplain continued to share until I really didn't care if I made it to the meeting or not. I thanked him for his support and the service that he would provide to his officers down the road. I then looked around the parking lot hoping that someone else wanted to speak to me!

Lives were changed; material was provided even the 6:30 a.m. Basic Classes were excited especially as they all had the privilege to pass their exams!

We accomplished a huge opportunity to Train Together so we can Serve Together. I am so thankful that not only will we have chaplains on our team that had been on the team and hurting without anyone knowing but we have new chaplains on the team to share the load of the greatest work in all the world – serving our First Responders – our Law Enforcement community. We are Blessed – R2RD



Prayer Chain Email Address

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



icpcprayerchain@gmail.com



National Law Enforcement Memorial Fund announced their 2014 Officer Fatalities Report:

The report shows that, based on preliminary information received, 126 officers died in the line of duty in 2014, which is a 24% increase over last year's numbers. Particu-

larly troubling was the fact that 50 officers were shot and killed—a 56% increase over last year—with 15 of them killed in ambush attacks (the fifth straight year that ambush attacks were the number one cause of felonious fatalities for officers). Traffic-related deaths (49) also increased by 11% in 2014.

Below is a link to the press release summarizing our report, and the more detailed report.
<http://www.nleomf.org/newsroom/news-releases/eoy-report-2014.html>

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agency than a traumatic event itself. And, much of the harmful aftermath or “second injury” associated with these stressors is often the fault of the agency, coworkers, and management.

Still yearly, thousands of police officers are experiencing more critical incidents. For some, these events will involve great emotional hangovers and have long-term personal, career, and/or familial affects. Common occupational critical incidents include: deaths, line of duty fatalities, departmental suicides, terrorist attacks, high-speed vehicle pursuits, vehicle crash fatalities, barricaded subjects/hostage negotiations, physical altercations, use of deadly force incidents, Oases, vehicle crashes, and/or injured or killed children. This is often in addition to the routine and cumulative occupational stress of lesser traumas such as carcinogenic-like shift work, paperwork, adversarial and conflicting roles, long hours, cost cutting, and the “having to do more with less” environment, etc.

Research in Atlantic County, NJ, suggests that organizational and ‘routine’ occupational stress of law enforcement can also contribute significantly in facilitating harmful stress. In a survey, an overwhelming number of officers surveyed, including many who measured in the “moderate stress” category, believe so. The significance of both organizational, and of course the more operational traumatic stress, as well as related crisis preparation, assessment and intervention for the officers who are exposed to such stress in the line of duty should not be organizationally overlooked or as done all too commonly; ignored. PTSD, acute Post Traumatic Stress, anxiety, depression, and ‘burnout’

can be significantly mitigated with sound and relatively inexpensive, cost-effective organizational stress management, and crisis preparation and intervention programs. This can often be facilitated by an agency simply training managers and peer support employees in the basics of EAP critical incident stress management and psychological first aid.

Since stress prevalence and its effects are more of a reality to most Police Departments it highlights the merits of dynamic EAPs and the need to now provide more comprehensive cognitive resources. A good current operational EAP definition reflects this undertaking: ‘a worksite-based program designed to assist in the identification and resolution of work related performance problems and stress issues associated with employees impaired by a wide variety of professional and personal concerns. A sub-program of this can be a ‘Critical Incident Stress Management’ team (CISM) or what the FBI called, the Crisis Preparation & Intervention Program (CPIP). The simple mission of these programs is to minimize the adverse effects of exposure to traumatic events that accompany the work of enforcing the law and protecting national security. Accordingly, the goal of most law enforcement EAPs is to prepare for (preparation via training and stress inoculation), to identify (proactive) and eliminate or mitigate the effects of stressors, increase the means of healthy coping, and provide continued cognitive support (reactive). But, there are far too few such programs. Police Officers polled in Atlantic County, N.J. indicate no such programs exist locally or regionally and further suggest little knowledge of such programs elsewhere.

Commonly, the most cost effective and efficient law enforcement EAP models are structured as hybrid systems. These EAPs include organizationally based well-trained peer support members and qualified chaplains for immediate assistance. They should be supported by internal or external mental health clinicians for professional and long-term guidance. We believe that all three elements are essential for a well-rounded employee supportive program. The primary focus of these programs must be the employee(s)! This is any organization’s most valued asset. The mission is accomplished through a number of avenues: confidential, short-term counseling, assessment, and referrals; pastoral and spiritual care; peer support; critical incident stress management; management consultations, training and education on stress, personal coping and mental hygiene. Addressing these issues will help maximize the employee’s productive work-life and support the greater law enforcement mission of your organization. The efficiency and efficacy of accomplishing this mission is directly related to organizational support.

EAPs can significantly shrink agency expenditures through reductions in “disability and early retirement claims, absenteeism, trauma related medical costs, paid administrative leave, and even litigation when officers mistreat citizens,” Some departments in Atlantic County, N.J., have recently been suffering from a 3% to 20% loss of their workforce due to extended paid administrative leave as a result of deadly use of force incidents. Simple, departmental stress management programs can minimize this kind of force reduction. Evidence suggests the merits of mental health education – proactive and reactive – as the ultimate immunization for of-

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ficers. When occupational and operational stress is reduced, departmental performance and savings increase; for example:

- Philadelphia police department's initial EAP operational costs were recouped within three years and the department saved over \$50,000 each subsequent year due to reduction in officer sick days, on duty injuries, and official suspensions.

- The Paulo Alto Police Department, California, saw some similar savings. Following the initiation of their program only one officer retired due to occupational stress; compared to over a dozen in the years prior to EAP creation. The agency also noted a savings due to reduction in early retirement claims.

- Mercedes Texas Police Department was reorganized and created an EAP; the agency experienced a decrease in the turnover rate of sworn officers from 38% to 7% saving the department over \$53,000 in turnover expenses.

- The San Bernardino Sheriff's Department likewise saw a decrease in early retirements resulting in savings to the department of approximately \$12 million in early retirement funds.

- Sampling research of West Virginia police officers indicated significant proactive finding: anxiety and perceived stress reduction was associated with a 10 hour stress management training program.

- Research involving almost 1000 police officers in New

Zealand and New South Wales, indicated significant reduction of posttraumatic stress when organizational peer support was involved. Findings also demonstrated direct association of occupational stress and increased sick leave.

- The Barrington psychiatric center in Los Angeles indicated that a police officer's early identification and diagnosis of posttraumatic stress subsequent to a critical incident cost the department \$8300 for intervention and treatment, and rehabilitation averaged 12 weeks for these officers; while, if identification and treatment was delayed the intervention and treatment costs rose to over \$46,000 per officer; and rehabilitation averaged 46 weeks before these officers returned to work. It appears that EAP merits are document able in assisting your agency and its most valuable asset: your employees.

Interestingly, EAPs are often proposed as an impossible sell in police departments, citing limited budgets, staffing, as well as being a closed system, and having a resistant culture. Some opponents cite high costs of such stress programs. Research suggests otherwise; that your agency cannot afford not to pursue such efforts. When cost-effectiveness is quantified their organizational creation becomes a means of proactive savings. Research quantified the feasibility of EAPs. A survey of over 600 worksites suggested that EAP expenditures are directly correlated to services provided but median costs were as low as \$17.00 per eligible employee. And some of the costs might be addressed by collaborations with

unions, police associations, state and local governments, grants, and even private sources. The sums cited by opponents are really minimal when compared to EAP savings potential. In addition, EAPs are aided by political viability: they save taxpayers money by reducing the negative monetary effects of departmental stress (early retirement, absenteeism, medical bills, and/or litigation), not to mention the potential for improved morale.

It is a fact that some officers will require and many more will benefit from stress management and psychological support. Although agencies continually protect the body from attacks, the mind too must be appropriately and adequately supported. EAPs and similar peer based programs have demonstrated their ability to help preserve cognitive functioning and restore productive job performance subsequent to critical incidents and/or cumulative stress. In turn, notions of stress management as psychobabble or a sign of weakness should not be confused with an agencies responsibility to provide such assistance or officers' courage to ask for and receive mental health support before, during and after occupational stress demands its costly toll on them and the entire department.

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**UPCOMING
ANNUAL
TRAINING
SEMINARS**

2017

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July 10-14, 2017

THE FIRST RECOGNITION OF POLICE WEEK AND PEACE OFFICERS MEMORIAL DAY

Public Law 87-54, Signed by President Kennedy, 1961

“Resolved by the Senate and House of Representatives of the United States of America in Congress Assembled,

That the week of May 13-19, 1962 is hereby designated as Police Week, in recognition of the contribution the police officers of America have made to our civilization through their dedicated and selfless efforts in enforcing the laws of our cities, counties and States of the United States regardless of the peril or hazard to themselves, and May 15th is hereby designated as Peace Officers Memorial Day in honor of the Federal, State, and Municipal peace officers who have been killed or disabled in the line of duty.

Through their enforcement of our laws, our country has internal freedom from fear of the violence and civil disorder that is presently affecting other nations.

To this end the president is authorized and requested to issue a proclamation inviting the people of the United States to observe such a period, with appropriate ceremonies and activities, as a tribute to the men and women who, day and night, stand guard in our midst to protect us through enforcement of our laws, and to honor those who have lost their lives in service to the community.

HALL OF FAME

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

General Donations

Collier, Paul O.
Cornelius, Robert
Heath, Robert E.
Howell, Virginia H.
Lindstrom, D. Fred, Jr.
Morgan, Bob
Olmedo, Armando
Raab, Norman F., Jr.
Rasmussen, Michael J.
Schneider, David A.
Schott, Walter J.

Memorial Bible

Riddle, Dewight D.

Designated Donation

Kassel, Richard S.
Thomas, Cyndee

Liaison Dinner

Spinelli, Paul & Sherre

Thank you for your kind and faithful support of ICPC!



ICPC Chaplain **Jacob Goldstein** has deployed to Afghanistan for several months. Please be in prayer for him, as well as all our military

personnel (and families) as they serve and protect.

All donations to ICPC are **tax deductible**. To make a donation choose your option:

Click on the icon below:



Website: www.icpc4cops.org on the left side under **QUICKLINKS**

select **Give An Online Donation**, scroll to the bottom of the page.

Donate with Visa or MasterCard by calling the office 850-654-9736.

Mail a check:

ICPC
PO Box 5590
Destin, FL 32459

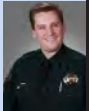
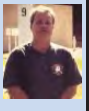
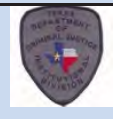
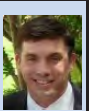
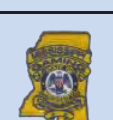
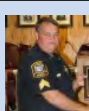
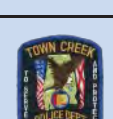
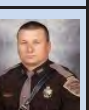
LINE OF DUTY DEATHS

EOW (End of Watch) Dates: November 16, 2014 through February 15, 2015

		<u>Constable Cleve Johnson</u> <u>Titus Constable's Office - TX</u> EOW: August 28, 2014			<u>Deputy Sheriff Michael Naylor</u> <u>Midland County Sheriff's Office, TX</u> EOW: October 9, 2014
		<u>Police Officer Eddie Johnson</u> <u>Alton Police Department, MO</u> EOW: October 20, 2014			<u>Police Officer Ronald Leisure</u> <u>US Department of VA Police Services</u> EOW: November 14, 2014
		<u>Police Officer Justin Winebrenner</u> <u>Akron Police Department, OH</u> EOW: Sunday, November 16, 2014			<u>Sergeant Jeffrey Greene</u> <u>Union County Sheriff's Office, NC</u> EOW: November 19, 2014
		<u>Sergeant Alejandro Martinez</u> <u>Willacy County Sheriff's Office, TX</u> EOW: November 21, 2014			<u>Deputy Sheriff Christopher Smith</u> <u>Leon County Sheriff's Office, FL</u> EOW: November 22, 2014
		<u>Deputy Sheriff James Hart</u> <u>Elmore County Sheriff's Office, AL</u> EOW: November 23, 2014			<u>Agent Edwin Roman-Acevedo</u> <u>San Juan PD, Puerto Rico</u> EOW: November 26, 2014
		<u>Police Officer Ernest Montoya</u> <u>Navajo DPS, Tribal Police</u> EOW: November 30, 2014			<u>Deputy Sheriff Grant Whitaker</u> <u>Ingham County Sheriff's Office, MI</u> EOW: December 7, 2014
		<u>Police Officer Richard Champion</u> <u>Perryopolis Borough PD, PA</u> EOW: December 14, 2014			<u>Deputy Sheriff John Street</u> <u>George County Sheriff's Office, MI</u> EOW: December 16, 2014
		<u>Police Officer Rafael Ramos</u> <u>New York City Police Department, NY</u> EOW: Saturday, December 20, 2014			<u>Police Officer Wenjian Liu</u> <u>New York City Police Department, NY</u> EOW: Saturday, December 20, 2014
		<u>Police Officer Charles Kondek</u> <u>Tarpon Springs Police Department, FL</u> EOW: Sunday, December 21, 2014			<u>Patrolman First Class Jamel Claggett</u> <u>Charles County Sheriff's Office, MD</u> EOW: Sunday, December 21, 2014
		<u>Police Officer Tyler Stewart</u> <u>Flagstaff Police Department, AZ</u> EOW: Saturday, December 27, 2014			<u>Special Police Officer Stephen Petruzzello</u> <u>Cliffside Park Police Department, NJ</u> EOW: Monday, December 29, 2014
		<u>Bridge/Tunnel Officer Thomas Choi</u> <u>Triborough Bridge and Tunnel Authority</u> <u>Police, NY</u> EOW: Monday, December 29, 2014			<u>Police Officer James Foster</u> <u>Denham Springs Police Department, LA</u> EOW: Tuesday, December 30, 2014

LINE OF DUTY DEATHS

EOW (End of Watch) Dates: November 16, 2014 through February 15, 2015

		<u>Sergeant Sean Renfro</u> <u>Jefferson County Sheriff's Office, CO</u> EOW: Saturday, January 3, 2015			<u>Police Officer Craig Chandler</u> <u>Baltimore City Police Department, MD</u> EOW: Friday, January 9, 2015
		<u>Assistant Chief Carl Borderlon</u> <u>Ball Police Department, LA</u> EOW: Saturday, January 10, 2015			<u>Corrections Officer V Christopher Davis</u> <u>Texas DOCJ, TX</u> EOW: Wednesday, January 14, 2015
		<u>Corrections Officer V Eligio Garcia</u> <u>Texas DOCJ, TX</u> EOW: Wednesday, January 14, 2015			<u>Motor Officer Michael Kern</u> <u>Olathe Police Department, Kansas</u> EOW: Tuesday, January 20, 2015
		<u>Constable David Matthew Wynn</u> <u>Royal Canadian Mounted Police</u> EOW: Wednesday, January 21, 2015			<u>Detective John Stevens</u> <u>Ocean County Prosecutor's Office, NJ</u> EOW: Wednesday, January 21, 2015
		<u>Director of Investigations John Gorman</u> <u>Mississippi Gaming Commission, MI</u> EOW: Wednesday, January 21, 2015			<u>Sergeant Charles Mitchum</u> <u>Loxley Police Department, Alabama</u> EOW: Monday, January 26, 2015
		<u>Patrolman Roger O'Dell</u> <u>Town Creek Police Department, AL</u> EOW: Wednesday, January 28, 2015			<u>Detective Michael Starrett</u> <u>Jacksboro Police Department, TN</u> EOW: Friday, January 30, 2015
		<u>Trooper Nicholas Dees</u> <u>Oklahoma Highway Patrol, OK</u> EOW: Saturday, January 31, 2015			<u>Officer Toni Kristinsson</u> <u>British Columbia Commercial Vehicle Safety and Enforcement</u> EOW: Sunday, February 1, 2015
		<u>Police Officer III Siegfried Mortera</u> <u>Guam Police Department, Guam</u> EOW: Saturday, February 14, 2015			

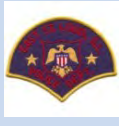
Gunfire Ends Historic Stretch—from ODMF Blog (ODMF.org):

"Between December 28, 2014 and March 3, 2015 -- a span of 66 days -- there was not a single felonious gun-fire death of a law enforcement officer in the United States.

The historic stretch of 66 days since the last gunfire line of duty death was the longest such stretch in the US since 1880. It also occurred in conjunction with the first calendar month in 116 years to have only a single line of duty death; in February 2015 only one officer died in the line of duty when [Officer Siegfried "Dove" Mortera](#) suffered a fatal heart attack during a SWAT training exercise. The last time a full month passed with a single LODD in the US was January 1899."

K9—LINE OF DUTY DEATHS

EOW (End of Watch) Dates: November 16, 2014 through February 15, 2015

		<u>K9 Major</u> Orange Police Department, CT EOW: July 19, 2014			<u>K9 Kela</u> Duplin County Sheriff's Office, NC EOW: August 19, 2014
		<u>K9 Simmie</u> East St. Louis Police Department, IL EOW: August 27, 2014			<u>K9 Petra</u> Colorado Springs Police Department, CO EOW: September 8, 2014
		<u>K9 Brunie</u> Kansas City Police Department, MO EOW: September 28, 2014			<u>K9 Beny</u> Montville Police Department, OH EOW: September 28, 2014
		<u>K9 Baron</u> St. Johns County Sheriff's Office, FL EOW: October 7, 2014			<u>K9 Sara</u> Iowa Motor Vehicle Enforcement, IA EOW: October 8, 2014
		<u>K9 Robbie</u> Wyoming Highway Patrol, Wyoming EOW: October 20, 2014			<u>K9 Sultan</u> Riverside Cty Sheriff's Department, CA EOW: January 21, 2015
		<u>K9 Pepper</u> Wise County Sheriff's Office, TX EOW: January 28, 2015	 Memorial Bible for K9 Tanja, EOW: 6/13/14, Walker County Sheriff's Office, GA.		

Memorial Bible

The first ICPC memorial Bible was received by the Arkansas Miller County Sheriff's Department on April 17, 1984.

Regional Officers, Area Representatives and ICPC receives notification about officer death from either the Officer Down Memorial Page ([ODMP](#)) or Canadian Officer Down Memorial Page ([CODMP](#)).

The Regional Director and/or Area Representative contact members in the agency or area soliciting their assistance. The chaplain is tasked with contacting the agency and inquiring as to whether dealing with them or the family is appropriate, and whether they would like to receive the Bible by personal presentation or direct mail. If a personal presentation is preferred, a time is worked out between the agency and the chaplain.

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

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

SPIRITUAL AID FOR OFFICERS



Strength for Service to God and Community
is a book of daily devotions for police officers

“The book should be part of the protective gear of first responders—a book to help the mind soul, and spirit.”

—The Rev. Dr. Daniel G. Tackett, director, International Police & Fire Chaplains Association

“I was a Houston Police officer for 30 years. Reading this amazing book of devotions was as if the writer was in my shirt pocket. The good and bad we face on a daily basis take a toll. *Strength for Service to God and Community* is exactly the blessing that is needed for first

responders and their families”

—Dan Ramsey, Houston, Texas

“I thank you for caring enough to provide this to our public safety professionals.”

—Henry Porretto, chief of police, Galveston, Texas

Consider purchasing copies of this non-denominational book of 365 devotions for all the members of your police department.

To receive a complimentary review copy, call toll free: 866-297-4312. For special pricing on volume and bulk purchases, please email specialsales@edmondspmg.com

Churches, civic organizations, local businesses and corporations would love an opportunity to provide these books to your officers. Contact any one of them for help and see how quickly they respond.



Police chief Guy Howie and members of the Hopkinsville (Ky.) Police Department gratefully receive copies of *Strength for Service to God and Community*. The books were a gift from a local church.

For more information visit:

www.strengthforservice.org



The opinions contained in the books offered do not necessarily reflect the opinions of ICPC or members of ICPC.



Commemorating First Responders

A program honoring fallen heroes in our communities

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

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

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

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

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

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

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

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

How the program works

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

Wilbert.

Commemorating Life with Respect™

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NEW MEMBERS

Dates: November 16, 2014 through February 15, 2015

Region 1

John C.	Borthwick	Guelph	ON
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Region 2

William R.	Brown	Caldwell	ID
John N.	Christopher	Grants Pass	OR
Warren J.	Durham	Medrod	OR
Brian R.	Ely	Bend	OR
Frances H.	Graham	Puyallup	WA
Joel D.	Johnson	Arlington	WA
Melissa K.	Kitko	Anchorage	AK
Norman H.	Lee	Hamilton	MT
Sondra J.	Sciola	Redmond	WA
Daniel J.	Thomas	Ashland	OR
Amber I.	Turnage	Powell Butte	OR
R. Ken	Turney	La Center	WA
Heike U.	Ward	Sequim	WA

Region 3

Mark S.	Loder	Winsted	MN
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Region 4

Lonnie L.	Blosser	Maysville	KY
Edward M.	D'Andrea	Beecher	IL
Scott M.	Dewitt	Wisconsin Rapids	WI
Jason L.	Harrison	Godfrey	IL
Robert W.	Hudson	Maysville	KY
T.J.	Jenney	West Lafayette	IN
Diann R.	Krigbaum	Rockford	IL
Anthony Shawn	Liess	Maysville	KY
Timothy M.	Ritter	Wisconsin Rapids	WI
Shores F.	Turner, III	Wisconsin Rapids	WI
Christina L.	Vosteen	Western Springs	IL

Region 5

Lionel	Carter	Sinking Spring	PA
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Region 6

Keith E.	Farnsworth	Oracle	AZ
Lawrence J.	Fontana	San Tan Valley	AZ
Richard W.	Keiser	Galt	CA
Kenneth J.	Key	Queen Creek	AZ
Richard J.	Rogers	Pleasanton	CA
Robert F.	Saunders	Surprise	AZ
Renee K.	Schweinberg	San Tan Valley	AZ

Region 7

B. Glenn	Alston	Malvern	AR
James A.	Bell	Sapulpa	OK
Charles E.	Boyce	Merriam	KS
Brian E.	Buettner	Oklahoma City	OK
Brandon S.	Burris	Yukon	OK
Gary W.	Carter	Monticello	AR
Sterling D.	Claypoole	El Dorado	AR
Jason J.	Clenney	Leola	AR
George H.	Goynes, Jr.	Doddridge	AR
Nathan B.	Jorgenson	Fayetteville	AR
Kenneth D.	Key	Sparkman	AR
Gary E.	Reed	Joplin	MO
Russell A.	Roderick	Carl Junction	MO
Stephen D.	Rogers	Mount Ida	AR
Timothy F.	Ruckel	Oklahoma City	OK
Michael J.	Stanley	Highland	AR
Charles A.	Tyson	Rogers	AR
Randall G.	Upchurch	Edmond	OK
Julian J.	Valentine	Bossier City	LA
Jared A.	Watson	Independence	MO

Region 8

Andrea R.	Esposito	New Port Richey	FL
Rita R.	Hillhouse	Rutledge	TN
William H.	Hillhouse, Jr.	Rutledge	TN
Keith A.	Lingsch	Naples	FL
Roldan V.	Mendoza	Avon Park	FL
Lonnie E.	Mills	Naples	FL
Robert W.	Poulsen	Lake Placid	FL
David R.	Rowland	Summerdale	AL
Michael C.	Vannicola	Naples	FL
Fishel	Zaklos	Naples	FL

Regional Training Seminars

Area	Year	Dates	Location	Contact Information
Canadian Chaplain's Association	2015	October 26-30	Peterborough, Ontario Canada	TBD
Region #2	2016	TBD	Cannon Beach Christian Conference Center 289 N. Spruce Cannon Beach, OR 97110	Jim Crowley 541-410-6128 jbcrowley@bendbroadband.com Jerry Gaidos ~ 503-791-1705 clatsopcochaplain@gmail.com
Region #3	2015	October 20-22	Rapid City, South Dakota	Lorien Petersen 605-484-5521C chaplainlorien@gmail.com
Region #4	2015	March 9-11	Hotel Fort Wayne 305 East Washington Center Road Fort Wayne, IN 46825	Richard L. Hartman 260-615-0192 pastor@epiphanyfw.com
Region #5	2015	April 19-21	Philip Bongiorno Conference Center 430 Union Hall Road Carlisle, PA 17013	Dan Schafer 732-928-8847 vernad@optonline.net
Region #7	2015	April 20-23	Camden Hotel & Conference Center 275 Tanger Boulevard Branson, MO 65616	Bob Heath 417-439-7294 chaplain558@gmail.com
Region #7	2015	October 19-22	South—Sugarland, TX	Clif Cummings ccummings@sugarcreek.net William King III wking@alvinisd.net
Region #8A	2015	April 26-28	Caraway Conference Center 4756 Caraway Mountain Road Sophia, NC 27350	Glenn Davenport 704-473-7299C gdavenport3@carolina.rr.com
Region #8B	2015	March 9-11, 2015	Douglasville Conference Center 6700 Church Street Douglasville, GA 30134	Della Leyssius 678-977-5828C dellaleyssius@bellsouth.net
Region #9	2015	TBD	TBD	Andy Kikuta chaplainalien@yahoo.com

Annual Training Seminars

For more information: www.icpcats.org

Area	Year	Dates	Location	Contact Information
Region #6	2015	July 13-17	2015 ATS Doubletree Sacramento, CA	Craig Hungler craighungler@gmail.com
Region #6	2016	July 11-15	2016 ATS Marriott Albuquerque, NM	Craig Hungler craighungler@gmail.com
Region #8	2017	July 10-14	2017 ATS Sheraton Norfolk, VA	Craig Hungler craighungler@gmail.com

Regional Directors

REG#	COMPOSED OF	PHONE	DIRECTOR	SERVING
1	Canada—Canadian Chaplains Association	705-345-5266C	<u>Gerald McMillan</u>	2015
2	Alaska, Idaho, Montana, Oregon, Washington, Wyoming	541-410-6128	<u>Jim Crowley</u>	2010
3	Iowa, Minnesota, Nebraska, North and South Dakota	218-929-1110	<u>Steve Breitbarth</u>	2012
4	Illinois, Indiana, Kentucky, Michigan, Ohio, West Virginia, Wisconsin	502-827-1944	<u>Doug Alexander</u>	2014
5	Connecticut, Delaware, District of Columbia, Maine, Massachusetts, Maryland, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont	732-928-8847	<u>Dan Schafer</u>	2003
6	Arizona, California, Colorado, New Mexico, Nevada, Utah	623-243-9855	<u>Terry Olthoff</u>	2013
7	Arkansas, Kansas, Louisiana, Oklahoma, Missouri, Texas	417-434-8015	<u>David Schepper</u>	2008
8	Alabama, Florida, Georgia, Mississippi, North and South Carolina, Tennessee, Virginia	334-806-5707	<u>Leon Adams</u>	2003
9	Hawaii, Australia, New Zealand, Pacific Area	808-395-9914	<u>Andy Kikuta</u>	2009
10	Europe - Ambassador Christy Smith			
11	Africa	254-722-733804	<u>Kibinge Wa Muturi</u>	2003
12	Caribbean	876-819-3902	<u>Gary Welsh</u>	2010

Region 1



Gerald McMillan

Region 2



Jim Crowley

Region 3



Steve Breitbarth

Region 4



Doug Alexander

Region 5



Dan Schafer

Region 6



Terry Olthoff

Region 7



David Schepper

Region 8



Leon Adams

Region 9



Andy Kikuta

Region 10

Position Vacant

Region 11



Kibinge Wa Muturi

Region 12



Gary Welsh



International Conference of Police Chaplains REGIONS

