

THE PROBLEM

Thesis: A well-trained, well run non-denominational chaplaincy can be uniquely successful as an outlet for filling the trust and confidence gaps that plague law enforcement officers.

There are too few outlets for work related stress that officers find effective and trustworthy in that they both help alleviate that stress and do so in a manner that does not negatively impact their careers.

An often overlooked piece of this problem is the chaplaincy. While the chaplaincy is not tasked with serving the citizenry at large, it is tasked to serve the civilian employees of the agency and those civilians who find themselves in the midst of a police action and become traumatized by it. The question might be posed, "Who is responsible for the bystander who witnesses such violence?"

It is not an abstract question because every additional person at a crime scene is someone the scene commander and team have to deal with. When officers realize that this is a legitimate role for the chaplain, the benefits of this revelation grow exponentially.

Stress is a tangible problem. The data on officer related alcohol abuse, abusive and broken relationships with significant others, spouses, and children is clear.

*According to newspaper reports the deaths of American police officers are running about 2-1 ahead of last year. San Diego and St. Petersburg have lost multiple officers in a day. Everyone in the extended law enforcement family feels the pain, the insecurity, the fear.

*Several years ago a Palm Beach County female officer lost her life. She answered a call by the book and took a bullet less than a ¼" from where the vest ends and exposed shoulder begins.

*There is still an unsolved murder in Broward County of an officer who was assassinated while sitting in his car.

*In April '12, a PB County female officer was waiting for back-up. Someone approached her car. She rolled down the window and was shot in the face.

*In 2010 a boat fell on a deputy severing her arm and knocking her into the marina where she ingested oily water and drowned. The happenstance of a doctor being on scene led to her revival but she developed a systemic infection from the water and was in a coma for weeks awaking to the loss of her arm and the loss of her street career.

There are very few professions where spouses or significant others deal with the reality that the kiss goodbye could actually be the last goodbye. The "unexpected" for most families becomes a puzzlement or an annoyance, but for the law enforcement family it is a potential harbinger of horror and hysteria.

Suicide statistics are stunning. In New York cops kill themselves at the rate of 29 /hundred thousand while the number for the general public is 12. In an average year twice as many cops kill themselves as are killed in the line of duty, 300.

According to The Milestone Group NJ, a professional counseling group, “alcohol abuse among police officers is...a widespread problem. It is estimated that a quarter to a third of officers have what are considered drinking problems.”

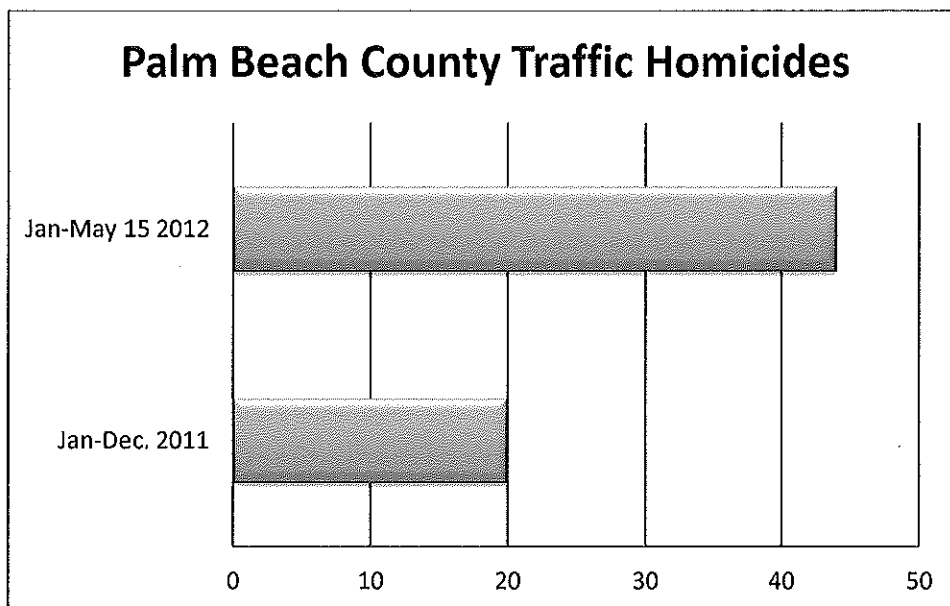
Rzeznicki and Polcet in their article “Knowledge and behavior concerning smoking tobacco among police officers” estimate that close to 40% of officers smoke and that is regardless of their level of education and understanding of the long term health hazards caused by smoking.

As a PBSO Sgt., who “smokes like a chimney,” said to me when I was nagging him about it, “Something’s gonna kill me. It might as well be something I enjoy!” Ironically 3 days later his motorcycle was hit by a car. He was left in the middle of a busy street while the driver took off. Fortunately, he recovered.

I saw him last week, dressed in civvies, on light duty, on his way to his car. He was smoking a cigarette. I kept my mouth shut.

The Milestone Group NJ adds that significant changes in stress level take place between the first and fourth year of police work. Since researchers in general agree that police work is amongst the most stressful occupations in the country one sees how little time it takes for those stressors to build up.

A final anecdote comes from the writer’s observation of the Traffic Division. At this writing PBSO’s Traffic Division has dealt with twice as many deaths from January to May as it did from January to December in 2011, 44.



The average cop in a specialty unit knows every call is potentially a bad call. They know that harm may come to them or they may have to do harm to another. Responding to a traffic accident call is deemed by most civilians to be mundane; however, to the officer it can mean routine exposure to horrendous scenes including:

- Grievous injury or death to a child
- A couple decapitated by an air-borne car
- Body parts having to be tracked down dozens of yards from the scene
- The sights and smells of burned flesh
- The shock at seeing the vulnerability and fragility of the human body
- Being a first responder to a survivor whose life is literally in their hands

Spouses know better than to ask, “How was your day, honey?” Most often they are not told, leading to a rising of tension within both parties.

There do not appear to be statistics or studies on the impact of a crime or crime scene and the collateral related to it. The shock cannot be underestimated to an unsuspecting bystander who sees, and hears what is left when two speeding cars hit head on. The showroom version of those cars becomes two metal accordions. It is unHINGING to see the damage done by the force of a car hitting a person or an unseat-belted person hitting a windshield. This is ratcheted up when one sees the damage to the human body a bullet does. The mind is scrambled trying to comprehend why a child’s car seat is in the road with no child in it.

All of these are part of the problem of a call-out scene; all of these are part of what a chaplain may have to deal with to make that scene more manageable for the officers.

There are countless books, degree thesis’s, and articles written on the subject. One, “Tears of a Cop” (written and published anonymously) points out that 1/3 of active-duty and retired officers suffer from PTSD. It contains this poem:

I have been where you fear to go...

I have seen what you fear to see...

I have done what you fear to do...

All these things I’ve done for you.

I am the one you lean upon...

The one you can cast your scorn upon...

The one you bring your trouble to...

All these people I’ve been for you.

The one you ask to stand apart...
The one you feel should have no heart...
The one you call the man in blue...
But I am human just like you.

And through the years I've come to see...
That I'm not what you ask of me...
So take this badge and take this gun...
Will you take it? Will anyone?

And when you watch a person die...
And hear a battered baby cry...
Then so you think that you can be
All those things you ask of me...?

So if a profession were ever made for interaction with a chaplain's corps one would think it would be law enforcement.

We know that it isn't quite that way because the initial response to having a chaplain around often is that the closer the chaplain gets to the officer the further the officer tends to withdraw. Thus if a chaplain is dispatched to a scene to help a by-stander, family member, or even perpetrator the officer tends to "deal" with the situation. The initial few times a chaplain is in the car results in reactions that range from hostility, "I don't need you or Jesus in my car!" to silence or sarcasm.

Trust is an additional piece of the problem. It isn't so much what other officers will think. They rag on one another for most anything. Confiding to a chaplain does not come naturally.

Inside the car the question of whether the chaplain is a skill for a supervisor becomes a real issue. There is that constant risk-reward equation. It is one thing to be ragged on it is another to finally open up and find that either the command structure knows or worse yet the specifics have gotten out in the locker-room.

The problem becomes yet more complicated in terms of who is ministered to, cop or criminal. As one captain put it: "We don't want the person praying for us to be praying for the clown who just tried to kill us. Let someone else pray for him!"

That of course raises an issue of religious ethics for a chaplain and is therefore discussed in the interview and training process so by the time one is accepted as a chaplain one “knows the rules and expectations.”

There is one final question. Should chaplains be matched to the faith system of the person or persons being ministered to? Common sense tells the administrator that trying to do that is unwieldy at best and unworkable at worst.

Here the International Conference of Police Chaplains comes to the rescue. Like in the military, police chaplaincy is non-denominational. In terms of a ride-along an officer gets the chaplain assigned to him or her; in terms of a call out the scene commander gets the chaplain who is on call. Upon arrival at a scene the commander and the chaplain together may decide that there are special circumstances that need to be taken into account. If it is a life and death situation and the individual has been discovered to be Catholic a secondary call will go out for a priest. Recently a Jewish chaplain encountered an African American woman whose five year old child had died. Such was the religious divide that he agreed until the woman’s own pastor could be found that a secondary call would be made for an African-American chaplain.

ANALYSIS

How does one come to the determination that there is a problem? One analyzes the situation. In this case at first we were getting negative feedback: not enough chaplains, too long to get someone on scene, resistance to ride-alongs.

Regrettably this department does not keep those statistics. The information is anecdotal. Yet the closed environment nature of a police department and its chain of command structure make for fairly rapid feedback. First to feel the resistance is the chaplain. Cops are not shy. The chaplain knows if he or she is wanted. The tenor of the ride, clipped communication, no communication, are easy indicators of resistance. When Commo has to call three or four chaplains to get one that can respond administration hears about it immediately. If a Sergeant is not happy with a chaplain the Lt. hears it and the Lt. passes it right along. And since chaplains are volunteers there is no hesitancy to say it directly because no one who can hurt your career is involved.

We also only had to look in the mirror. It had been many years since any new blood had come into the chaplaincy. But for one rabbi, the chaplaincy was entirely Protestant.

Then there was coverage. Palm Beach County is one of the largest counties east of the Mississippi River and the largest county by land mass in Florida. A county that increased rapidly in size to 1.4 million people and in religious, national, and color diversity. A lot of that had to do with the after affects of things occurring below us in Miami: The Mariel Boat lift, an upsurge in crime, and Hurricane Andrew. These all began a migration north from Miami-Dade County.

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CENSUS DATA/POPULATION AND ETHNICITY

Region's Population Changes: Who We Are

Births and International Migration Lead Population Growth

Births added the most people to the population in Palm Beach, Broward and Miami-Dade counties between the years 2000 and 2007 according to the United States Bureau of the Census (March 20, 2008).

164,598. International migration increased it by 77,666 new domestic migrants.

107,155.

Deaths decrease the population in the three county region by a total of 344,412.

For the three county region, the second highest cause of population increase was international migration. However, for Miami-Dade, international migration was the driving force of increase, adding 271,004 new residents to the county. The second highest population increase for Miami-Dade came from 236,001 births.

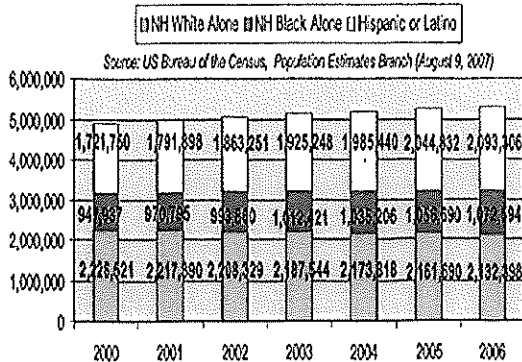
During the same seven-year period, births increased the population in Broward County by

Resident Population Estimates and Projections (1920 - 2030)

YEARS	P BEACH	BROWARD	M-DADE
1920	18,654	5,135	42,753
1930	51,781	20,094	142,955
1940	79,989	39,794	267,739
1950	114,688	83,933	495,084
1960	228,106	333,946	935,047
1970	348,753	620,100	1,267,792
1980	576,758	1,018,257	1,625,509
1990	863,503	1,255,531	1,937,194
2000	1,131,191	1,623,018	2,253,779
2010	1,404,900	1,869,900	2,568,800
2020	1,663,700	2,131,200	2,860,900
2030	1,879,400	2,339,000	3,103,000

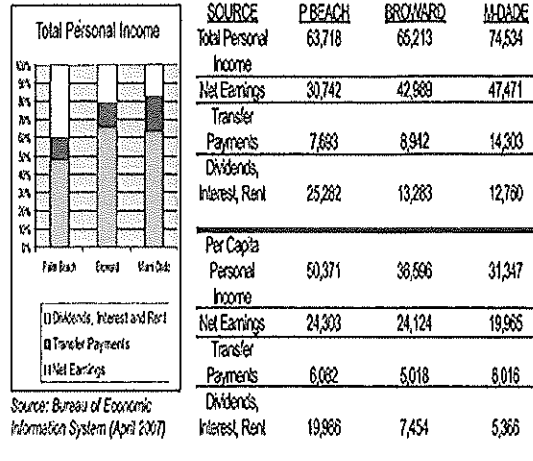
Source: US Bureau of the Census (1920-2000) Projections: University of Florida, Bureau of Economic and Business Research (February 2007)

Tri-County Annual Race/Ethnic Composition (2000 - 2006)

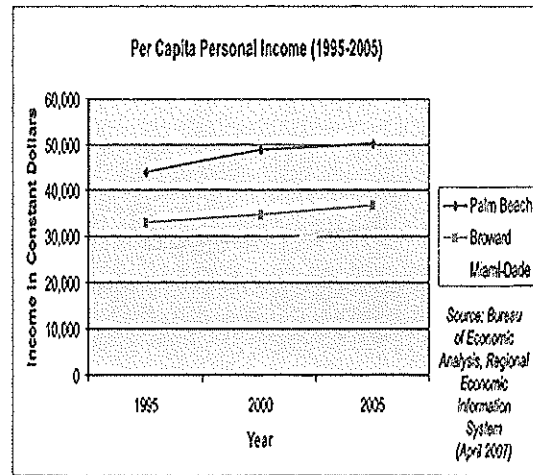


Region's Population Changes: What We Make

Economic Profile: Sources of Personal Income (in \$ millions)



Palm Beach Ahead in Per Capita Personal Income



From 1995 to 2005, the per capita income of Palm Beach County residents has steadily exceeded the per capita income of those living in Broward and Miami-Dade counties.

The April 2007 report of the Bureau of Economic

Analysis, Regional Information System (April 2007) reported that in Palm Beach, the per capita income in 1995 was \$44,074. It was \$48,883 in 2000 and \$50,371 in 2005.

In Broward County, the

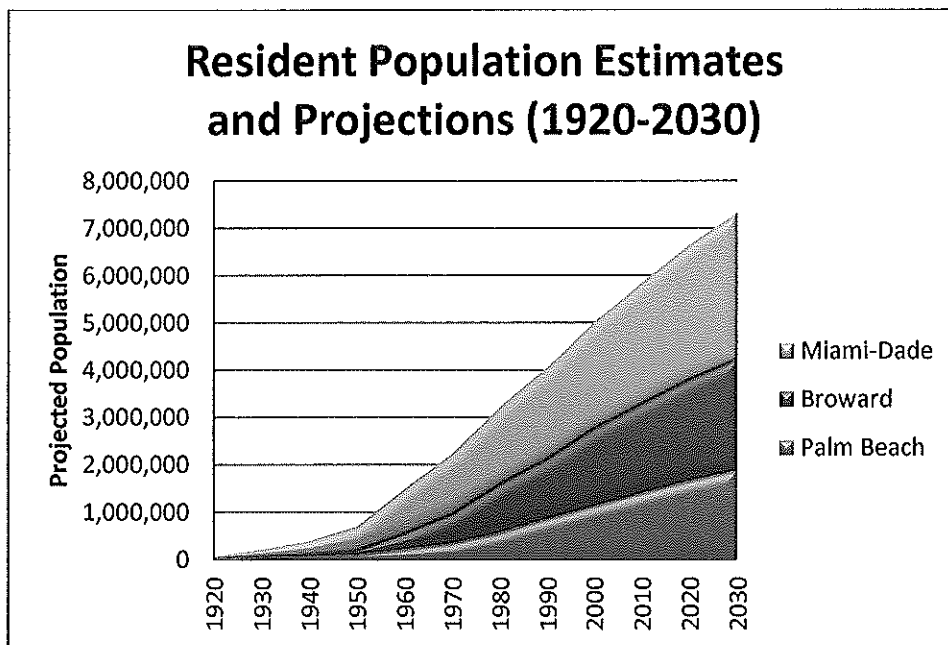
per capita income was \$32,920 in 1995, \$34,825 in 2000 and \$36,595 in 2005.

Per capita income for Miami-Dade residents was \$26,646 in 1995, \$29,059 in 2000 and \$31,347 in 2005.

We also only had to look in the mirror. It had been many years since any new blood had come into the chaplaincy. But for one rabbi, the chaplaincy was entirely Protestant.

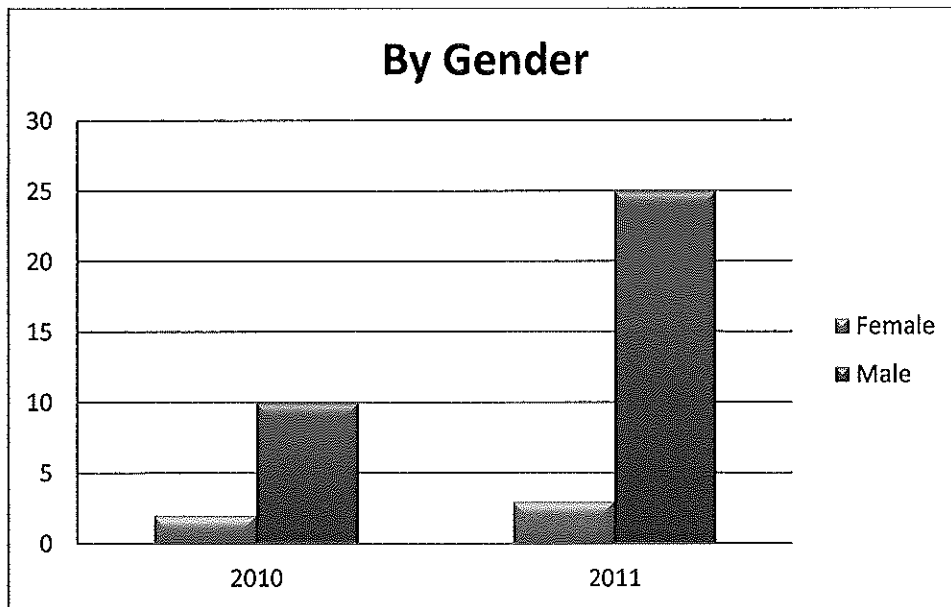
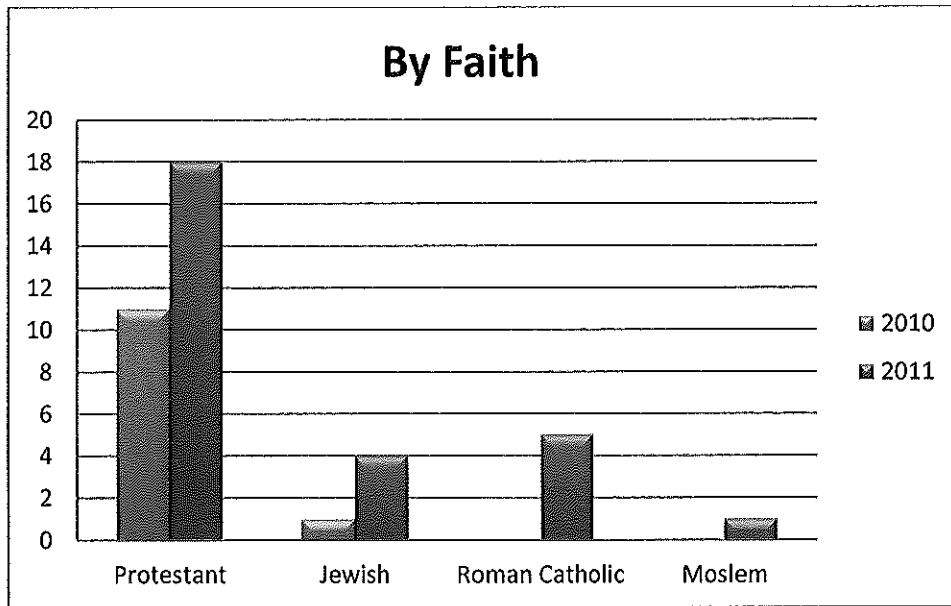
Then there was coverage. Palm Beach County is one of the largest counties east of the Mississippi River and the largest county by land mass in Florida. A county that increased rapidly in size to 1.4 million people and in religious, national, and color diversity. A lot of that had to do with the after effects of things occurring below us in Miami: The Mariel Boat lift, and upsurge in crime, and Hurricane Andrew. These all began a migration north from Miami-Dade County.

Suddenly Palm Beach County with somewhat cheaper land and lower taxes and far less urban problems, however one perceives them, became the port of first call for people who traditionally went to Miami or Miami Beach.



Parallel to this was the Sheriff's Office growth which became the 11th largest in the nation. Once a homogenous agency, it was now a department made up of men and women from different countries and different states and who represented all of the Abrahamic faiths plus a smattering of eastern religions. It was clear that no matter what role a chaplain was filling it was becoming less and less likely that the chaplain's encounter would be with a white, Anglo-Saxon Protestant male who was culturally southern and socially conservative.

While there had been little change in the chaplaincy there had been several changes in administration both at the top of the agency and in the unit itself. So we changed the chaplaincy.



The chaplaincy was administered by sworn personnel who were trained in administration. They were untrained in the nuances of interfaith interaction. One in fact was not ordained clergy. Because they were cops their decisions could have career impact or complaints. In addition, early on there was not a lead chaplain. The sworn personnel dealt directly with the ordained chaplain. This created unease amongst the chaplains and a loss of the sure-footedness a chaplain must have to be a help as opposed to just an extra body at a scene or a district office.

In military and para-military organizations the tone is set from the top. With the election of Sheriff Ric Bradshaw, a church-attending Baptist, and former Marine who had the military's understanding of the importance of the chaplaincy, the chaplaincy unit at PBSO suddenly was not a back-water "should have" but became an important "must have." The chaplaincy came under the command of Major Daniel Smith, himself a church-going Protestant who is president of his family's church. These men gave clear signals to the unit manager and the chaplains that PBSO wanted a chaplaincy that was as top-drawer as the rest of this accredited agency and that what it took within budgetary reason to provide that would be provided.

Then too there were low numbers of ride-alongs and even fewer numbers of call-outs. The bonding between chaplain and officer was not happening because such bonding takes time. It also meant that the scene commanders either didn't know they could have and/or didn't want to have chaplains on the scene. This created another sense amongst chaplains that they were both under-used and under-appreciated. Referring to the appendix, the first map of Palm Beach County, one sees that there were two chaplains' on-call, one covering north and west and the other covering south and east. With 27 chaplains rotating on-call this did not provide many opportunities to any given chaplain.

Referring to the county maps in the appendix one can see how the switch to the district on-call system (Map 2) had an electric impact on call outs.

It should be noted that next to the ride-along, the call out cements the bond between officer and chaplain. In the district system now officers see "their" chaplain in the mix of things. They can talk about the response, help, "guts and glory" of "their" chaplain. This then increases the comfort level during the ride-along. Once the officers in D/14 saw, or heard about "their chaplain" responding to a call where a man blew off his wife's head with a shotgun, he was welcome in anyone's car and had no barriers to break down. He'd been tested by fire—and passed.

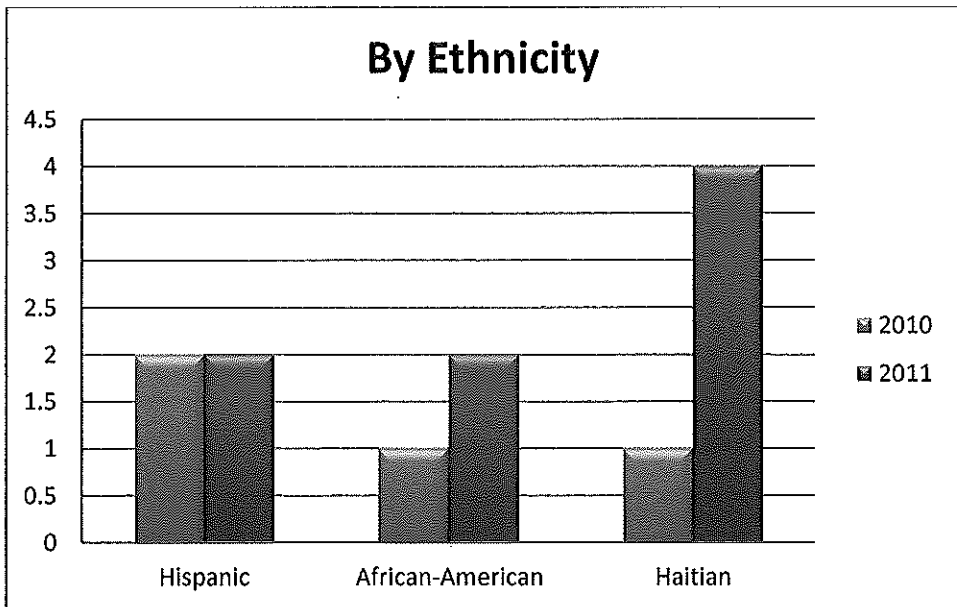
In the last eight (8) years the Palm Beach County Sheriff's Office has established itself as an agency that believed in high levels of training, hiring the best and brightest available, and creating units/divisions that were cutting edge. Thus there existed both an ethos and a model on how to rectify the growing numbers of problems.

RESPONSE

The following represent the steps taken and their rationale:

- 1) Expand the chaplaincy—this would send a message that the concept was on its way up, not out. The unit went from 12 to 29 in less than a year.
- 2) Diversify the base: With the direct help of the Diocesan Bishop we recruited four Roman Catholic priests as chaplains, one of whom had extensive previous chaplaincy experience in part during the 9/11 catastrophe. We also added 3 Rabbis and greatly diversified the

number of Protestants. We added two women. The Protestant base itself was diversified by denomination and color. The unit is now a multi-lingual chaplaincy that can minister in English, Spanish, Creole, French, Hebrew and Arabic.



- 3) Ramp up training: We require one hour a month of informal training, 4 three hour sessions run by accredited trainers. Can take all “pen and paper” training given to new police recruits to help the chaplains better understand the agency, sum and substance of police work and thus be better able to communicate with officers. There is a training committee to select issues and topics, and a research committee that is in the process of recommending materials for a handbook. Finally we have acquired from The General Conference of the Seventh Day Adventist Church the invaluable shirt-pocket sized fold-out, “Emergency Ministry” which provides appropriate emergency prayers for nearly every recognized faith group in America.
- 4) Build unit camaraderie: the administrator sends out articles of interest from professional journals. There is participation in the annual holiday party with a pot-luck family dinner. At monthly meetings chaplains share experiences and recognize outstanding work. They share the positives and negatives in each other’s lives, the joy of births, the sadness of deaths, and the need for prayer during illness. Chaplains, using their own faith tradition, maintain a prayer chain for one another or for members in one another’s congregations.
- 5) Build Esprit d ‘Corps: All chaplains are issued 3 classes of uniforms, a green department windbreaker with star and the words, “SHERIFF’S CHAPLAIN” emblazoned on the back, a PBSO Chaplain’s ball cap, and bullet proof vest. They have official identification and a sheriff’s badge that says chaplain rather than deputy sheriff. They have PBSO business cards with their cell phone numbers on them (apx 4).

- 6) Make chaplains more accessible: Instead of the original north/south county call-out system there are now at least 3 chaplains assigned to every district. This has made chaplains more accessible, able to reach a scene more quickly, and put them in much more frequent contact with the deputies of their districts thus enabling the building relationships.
- 7) Specialty Units: Once the district system was running smoothly chaplains were offered to the specialty units because the reality was if a deputy was not in a district he/she would have no on-going contact with the chaplaincy. While vetted carefully, within six months chaplains were placed in Aviation, Marine, Mounted, K-9, SWAT, and TAC.
- 8) Change Call-out Protocol: Instead of having the Lead Chaplain called to dispatch chaplains, Commo has the call out list and dispatches directly. In addition the scene commander has the latitude, if he/she knows the district chaplains to call them directly. Chaplains now report all call outs to the lead chaplain upon completion with a copy to the unit manager.
- 9) Appoint a Lead and Associate Lead Chaplain: The lead chaplain (who is both an ordained Evangelical minister and a retired Ohio State Trooper and therefore uniquely qualified to deal with both sides of the chaplaincy equation) is elected by the unit; the Associate Lead is appointed by the lead. Now clergy deals with clergy. The unit manager is the liaison between the sworn structure and the lead clergy. The lead clergy liaises between the manager and the chaplaincy.
- 10) Appoint a unit manager with extensive experience in interfaith work both academically and professionally: One needs to understand more than denominational structure and tenets. There are historical frictions. One needs to understand how difficult it can be for some to feel they are short-changing their calling when they agree not to proselytize, not to bring officers or civilians into their church for counseling, and most importantly, to be steadfastly non-denominational in their efforts. One needs to anticipate the issues, spoken and unspoken, when a decision is made to bring on a Moslem chaplain. Managing from knowledge and experience can be the difference between having a functional and dysfunctional chaplaincy.
- 11) Finally, we have begun two chaplaincy internship programs, one at the regional Roman Catholic Seminary and one at the School of Ministry at a Christian University. The Command Staff's feeling is that whether the interns end up working in this county and becoming part of our chaplaincy or work elsewhere and serve other men and women in law enforcement our training curriculum has made them excellent chaplains and we have done a service to our fellow brothers and sisters in law enforcement (apx 5).

It is said that imitation is the highest form of flattery. To close out this section it should be mentioned that we have been mentoring another Florida Sheriff's Department, helping it set up a chaplaincy.

ASSESSMENT

There are several indicators that what we have done has created a more efficient, effective, and well-received chaplaincy and in the process been there for scores of officers and civilians.

Probably the most important change made was geographical. Assigning chaplains to districts has saved untold gallons of fuel and more importantly has dramatically cut down the arrival time to the scene. Since this change we have not had one "too late to scene" report (apx 6,7).

Equally as important is that chaplains are trained to "know what to do when you get there." When a chaplain arrives he/she checks in with the scene commander. The commander says, "Do this or that" or says "do something about the chaos; whatever it is you do is fine." A well-known, experienced chaplain will often arrive at a scene, see what needs to be done, and just does it. Seeing that, the scene commander can cross something off his/her mental list knowing in confidence that part of the scene is handled.

It is more and more common for officers to request a chaplain to accompany them to a home for a death notice or missing person notice. The increased visibility of the chaplain in the district has engendered that trust (apx 8-letters).

Since the switch to the district system chaplains have performed two weddings and participated in several funerals. These are probably the ultimate compliments an officer can give a chaplain.

This was also the second most important change. The attaching of chaplains to the districts and later specialty units brought about a most telling change. Suddenly we had officers referring to "my chaplain" or "our chaplain." In addition we had so many officers requesting specific chaplains that we had to tell both the sergeants and the chaplains that no one had "dibs" on any given chaplain unless there was a specific pastoral reason. Chaplains are instructed to give their cards to deputies and tell deputies they are available 24-7 for personal pastoral crisis counseling not just when they are on-call.

Approximately 90% of our chaplains are full-time working clergy, while some chaplains are seasonal residents and not here during the summer. **In 2011 the chaplains worked 3,803 hours of volunteer service. Multiplied by \$24.00 an hour that is a value added of \$91,272 to the Sheriff's office.** One simply cannot calculate in how many missed hours were saved as a result of being able to talk something out with a chaplain rather than carry it around inside until it became physically and/or psychologically disabling (apx 9,10,11).

A number of citizens have taken the time to comment favorably on their encounters with our chaplains. Equally as rewarding are the letters from the top of the command chain on down attesting to the benefits of having chaplains in their districts or working with their units.

The enthusiasm of the chaplains has noticeably increased. There are complaints when there is a fall off in call outs! Several chaplains have had serious interventions with officers or civilians and have expressed a sense of tremendous self-worth and pride. Most recently the agency suffered a true accident. One employee, backing into a parking space, knocked down her friend and co-worker. The injured woman slammed her head on the pavement. Rushed to the hospital she was put in a medically induced coma.

We sent a general call out asking every chaplain in the neighborhood to drop by when they could so there would as often as possible be a pastoral presence for the children and husband. We made a special appeal to our priest chaplains because the family is Roman Catholic.

A rabbi chaplain stopped by and found the husband, a Lt. in another police department, sitting alone despondently. This rabbi, who has a masters in counseling and a certificate in critical incident management, sat with the husband. He urged him to talk about the future, the positive and negative possibilities, and what the children were going through. And I think most thoughtfully he urged the husband to go with his children to mass, meet privately with the priest, and let their faith work for them.

Not only does this show a talent for what IPCA calls “the ministry of presence” and sensitivity to the situation but compassion, and memory, to remember that they were Roman Catholics and urge their reliance on their church.

White and black chaplains support one another in a racially charged scene.

A Pentecostal chaplain, being treated for stage four cancer, spent 11 hours in a patrol car (when offered to be dropped off) because there was a call out to the far western part of the county It was going to be a nasty scene, and he did not want “his deputy” to be alone. While there he took a troubled teen under his wing. This is a man who three days a week is incapacitated by his chemotherapy, spends all of Sunday in church, and divides the rest between church duties, family, and his chaplaincy duties!

As mentioned our chaplains have seen mauled, mangled, and murdered people. One tended to a wife and five year old whose daddy announced he was going to the basement to kill himself and did exactly that, another to a cop whose son was killed while he the father was driving and was hit by a car that ran a red light.

Even our interns are not spared the trauma that can be done to the human body and spirit. One, on his first call, talked a man off the side of a bridge preventing a suicide!

One of the most underrated interactions took place in a classroom where a Baptist Chaplain spent an hour talking to Evangelical ministry students about faith and non-denominational ministry. Using the Bible, the life of Jesus, the teachings of the Apostles he made a solid, Evangelical case for the value of non-denominational intervention. He taught them that they could help their fellow human being without compromising their own spiritual beliefs. What a crucial life's lesson for the soon to be ordained students (apx 12).

A final anecdote has to do with PR. I don't think in the early days, chaplaincy had even made it into the press. The press has now become enamored with us. Our interns have written scholastic articles about their experiences. The daily press and the Catholic press have covered the unit. There was even a full page article about the premier game of an annual soft-ball and family picnic between the SO and the Seminary. A game, by the way that the Seminarians won convincingly....(apx 13).

CONCLUSION

In conclusion, a chaplaincy unit adds a definite value-added capacity to a law enforcement agency. It saves money, it saves time, it creates an added dimension to the ministry of area clergy, and most of all it creates a confidential safety net for officers and civilians who in working out problems through faith manage better lives, better relationships, and a better, safer workplace (apx 14).

HERMAN GOLDSTEIN AWARD SUBMISSION

Palm Beach County Sheriff's Office

APPENDIX

HERMAN GOLDSTEIN AWARD SUBMISSION

Palm Beach County Sheriff's Office

APPENDIX

- 1. General Order 536.04 Establishing the Chaplaincy Unit**
- 2. Chaplaincy Brochure**
- 3. Emergency Ministry Resource**
- 4. Chaplaincy Logo and Stationary**
- 5. Certificate of Appreciation St. Vincent de Paul Seminary re Establishing Chaplaincy Internship**
- 6. North South Chaplaincy Dispatch Model**
- 7. District Chaplaincy Dispatch Model**
- 8. Letters**
- 9. Potential Chaplaincy Hours and Value**
- 10. Actual Chaplaincy Savings for PBSO**
- 11. Chaplaincy Hourly Report**
- 12. Baptist Tractate on Non-Denominationalism**
- 13. Media Coverage**
- 14. Chaplain Rabbi Joel Gancz praying over failing body of a PBSO Deputy's mother whose children look on**

HERMAN GOLDSTEIN AWARD COMPETITION

Palm Beach County Sheriff's Foundation

GENERAL ORDER 536.04 ESTABLISHING CHAPLAINCY UNIT

SUBJECT: VOLUNTEER LAW ENFORCEMENT CHAPLAINCY UNIT			
DATE EFFECTIVE	SUPERSEDES	REVISION NUMBER	PAGE
040308	040507	08-1	1 of 4
RESCINDS			
ACCREDITATION STANDARDS			

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- II. LEAD CHAPLAIN
- III. CHAPLAIN REQUIREMENTS
- IV. CHAPLAIN DUTIES AND RESPONSIBILITIES

DISCUSSION:

The Volunteer Chaplaincy Unit (VCU) is established to provide PBSO employees and their families with spiritual guidance, support, and information upon request. To protect the integrity of this Unit, its' chaplains, and the employees of the PBSO, the selection process for membership and assignment to the VCU is strict in concept and policy and will be maintained to the highest professional standards. This order shall apply to all employees.

PROCEDURE:**I. CHAPLAINCY COMMITTEE**

- A. Appointed by the Sheriff or designee, consisting of the Chaplain Liaison, the Lead Chaplain, two non-denominational clergy members, a Rabbi and the Administrative Officer of Community Relations.
- B. Serves as the screening committee and makes VCU recommendations to the Sheriff. The Sheriff or designee has the final authority in all matters concerning the VCU and its' members.

II. LEAD CHAPLAIN

- A. Qualifications:
 1. Shall be appointed by the Sheriff or designee based on personal interview and the recommendation of the Chaplaincy Liaison.
 2. Shall be an active member of the International Conference of Police Chaplains (ICPC) or other like organization approved by the Chaplain Committee, with a minimum of five years experience as a Sheriff/Police Chaplain and a basic or higher ICPC or comparable certification.
- B. All responsibilities of the Lead Chaplain shall be solely based on the needs, and best interest, of the PBSO. The Lead Chaplain shall be responsible for:

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1. Recruiting new members to fill vacancies as they arise.
2. Conducting orientation for new chaplains prior to their initial ride-along that consists of ride-along protocol and officer and chaplain safety issues.
3. Coordinating coverage by available chaplain(s). If a chaplain is not on duty during a crisis situation, communications personnel shall contact the Lead Chaplain, who will coordinate chaplain coverage.

III. CHAPLAIN REQUIREMENTS

- A. The chaplain should be an ecclesiastically certified person in good standing with a minimum of five years experience in the ministry.
- B. The removal at any time of a chaplain's accreditation by the chaplains endorsing agency may result in the chaplain's immediate removal from the VCU.
- C. Annual membership to the ICPC for all members. If approved, the PBSO will pay the annual dues.
- D. Applicants should have served a congregation for at least five years. This requirement may be waived under special circumstances after review by the Chaplaincy Committee, and approved by the Sheriff or designee.
- E. Applicants must provide a minimum of four letters of recommendation, which include the telephone numbers and addresses of the author of the letters, from any four of the following:
 1. A fellow clergy person
 2. A leader in the applicant's organization or denomination
 3. His ecclesiastical supervisor or like position as recognized by the Chaplaincy Committee
 4. A Sheriff Chaplain
 5. A Law Enforcement Officer
- F. Applicants must consent to a background check by the PBSO, complete an application and provide a resume that covers the applicant's entire career, containing sufficient personal data to properly complete a limited investigation. The Chaplaincy Committee and the Sheriff or designee must approve the applicant.
- G. Chaplains must never have been convicted of criminal offenses or offenses involving moral turpitude, whether adjudication has been withheld or not.
- H. Chaplains must be willing to participate in training and seminars, determined by the Chaplaincy Committee. Chaplains should be familiar with the community medical, psychiatric and other such helping resources in the local area.

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- I. Chaplains should exhibit a broad base of experience and professional ministry, emotional stability and personal flexibility.
- J. Chaplains should be tactful and considerate in their approach to all people, regardless of race, sex, creed, or religion.

IV. CHAPLAIN DUTIES AND RESPONSIBILITIES

- A. Shall be defined in consultation with the Sheriff or designee as their role in the VCU is established.
- B. Shall be discussed in terms of service to employees of the Sheriff's Office, their families and the community.
- C. Chaplains shall make themselves available to all Sheriff's Office employees.
- D. Personal requests for chaplain services by PBSO employees may be made directly to any member of the VCU. The chaplain roster shall be posted in line-up rooms, break rooms, and all bulletin boards throughout the Sheriff's Office.
- E. Chaplains should endeavor to ride with road patrol eight, but not less than four hours a month in order to develop and maintain relationships of mutual trust and respect. This will allow the chaplain the opportunity to develop an appreciation of the pressures and problems that confront the men and women on road patrol. The chaplain shall respond to all calls with that particular officer unless the officer determines, for safety reasons, that the chaplain should not be present.
- F. Chaplains must be willing to be reasonably available, at any time of the day or night, in the event of an emergency.
- G. As a consultant to the officer in family crisis calls and stress situations, chaplains shall assist the officers to do their job. In these cases, a chaplain shall not intervene unless requested to do so by the officer.
- H. Chaplains shall be available to respond to any crisis situation to provide comfort to the injured parties and their families whether bodily injury, mental disturbance, or after a death notification or other occasions at the discretion of the investigating officer.
 - 1. A victim advocate, a deputy sheriff or detective may request a chaplain to a crisis scene. The on-duty Watch Commander must approve the request.
 - 2. On-call chaplains shall make themselves available for work with domestic disturbances, the mentally disturbed, juvenile situations, neighborhood problems, racial problems, religious fraud, etc., at the request of any PBSO employee.

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- I. When appropriate, chaplains should ascertain from those needing pastoral help whether they have a particular religious affiliation. If so, the chaplain shall assist in notifying the appropriate clergyman.
- J. Chaplains shall be available to make death notifications as requested by the PBSO. Chaplains shall be available to assist officials in making notification to families of members receiving a serious injury or upon the death of an employee.
- K. Chaplains shall be encouraged to visit sick and injured personnel at home or the hospital.
- L. Chaplains shall serve in PBSO functions consistent with their position, such as funeral and memorial services, promotional ceremonies, and other occasions at the request of the Sheriff's Office. All prayers will be delivered in a manner that does not favor a religion.
- M. Chaplains shall be subject to proper protocol procedures and discipline and report to the Incident Commander when arriving at the scene of an emergency. Chaplains shall not publicly criticize the action of any law enforcement officer, PBSO employee, fellow chaplain, or PBSO policy or action.
- N. Chaplains shall counsel with the youth of the community and their families when there is a request for such counsel.
- O. Chaplain attire shall consist of accepted clerical attire and embroidered short sleeve dress shirt. The PBSO will provide a chaplain badge. The badge should only be worn during official duties as a PBSO chaplain. VCU members shall not display their PBSO badge or similar insignia at any time when not conducting official PBSO duties, and must adhere to all traffic laws when responding to call-outs.
- P. The PBSO shall assign an identifier code to each chaplain and provide a two-way radio and vest for their use while on ride-along with road patrol deputies.
- Q. All conversations with a chaplain are confidential as described under FSS 90.505. Exceptions are defined under FSS 415.1034 (exploitation of vulnerable adults), and FSS 39.201 (child abuse, abandonment or neglect).

HERMAN GOLDSTEIN AWARD COMPETITION

Palm Beach County Sheriff's Foundation

CHAPLAINCY BROCHURE

International Conference of Police Chaplains

Mission Statement

The Law Enforcement Chaplain is a catalyst of reconciliation, bringing God's love to the relationship of staff and officers, law enforcement agency and community, and their families

PBSO Sheriff's Office Chaplains Policy

It is the policy of the PBSO to provide a Chaplaincy Unit for the purpose of providing emotional and spiritual support to all department employees and citizens.

Police Chaplaincy is a ministry of presence, to provide aid and comfort to those in need and to provide a calm and thoughtful presence in high stress situations.

It is not an opportunity for active evangelizing or church building.

The Law Enforcement Chaplain

Chosen, Trusted, Commissioned, I will be true.

The opportunity I have was given to me.

I accept it humbly and gratefully.

Mine is an important assignment with great responsibilities and I will do my best.

As an appointed Chaplain of my law enforcement agency, and a chosen

representative of my faith,

I will serve both with all my ability.

Since service to others is my goal,

I will seek no personal credit.

Recognizing that chaplains of other faiths

have motives similar to my own,

I will co-operate with them.

As a Chaplain of men and women of many faiths, I will serve all with equal

sincerity, believing that what I am is more

convincing that what I say,

I will live worthily.

Since I have been appointed to minister,

I will strive to become a worthy

representative of God.

As a Chaplain I represent

all citizens of good will.

This I will always remember

Because I am *Chosen, Trusted, Commissioned*

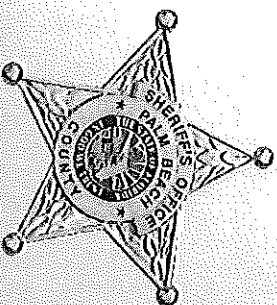
for tasks beyond human limitations,

I will seek the guidance of God daily

and will trust utterly in Him

Author Unknown

Volunteer Chaplains Unit



Palm Beach County Sheriff's Office

Ric L. Bradshaw, Sheriff

Chaplain's Ministry Vision

The Chaplain's Unit:

- Responds to emergency crisis
- Provides spiritual leadership and support to members of the PBSSO
- Establishes and maintains good working relationships with spiritual and community leaders

Moral Values

The Chaplain's Unit is committed to:

- Upholding the highest standard in morality and spiritual integrity
- Maintaining strict confidentiality
- Ecclesiastical and ethnic diversity
- Serving with Professionalism

Law Enforcement Chaplain's Philosophy

Believing that God is an answer to man's dilemma, the Law Enforcement Chaplain bears witness to the love and power of God to law enforcement officers, their families, other members of their department and the people they serve. Their pastoral care is offered to all people, regardless of race, gender, creed or religion

-ICPC, International Conference of Police Chaplains

What Do Law Enforcement Chaplains Do?

Chaplains serve at the discretion of the Sheriff of Palm Beach County. They include representatives of all faiths who volunteer their time without compensation. Through their training, calling and professionalism a Chaplain may be called to:

Respond to emergency situations such as:

- Suicide
- Death notification
- Officer injury
- Natural disasters
- Shootings
- Fatal or injury Vehicle accidents
- Drowning
- Domestic violence disputes

Provide or Officiate:

- Weddings
- Funerals
- Prayers at Formal Functions
- Liaison to other community clergy
- Hospital Visitation
- Baptism, Dedications
- Teach/instruct classes dealing with marriage, family, communication, etc.

Chaplain Qualifications

- Must have five years experience in the pastoral ministry and be over 21 years of age
- Must be licensed and or ordained in good standing with a local ecclesiastical body
- Must have never been convicted of a criminal offense, nor any other offense involving moral turpitude
- Must not be involved in any other business or profession that could be interpreted as a conflict of interest

Chaplain Requirements

- Available for Emergency "On Call"
- Ride with Deputies 8 hours per month
- Attend monthly Chaplains meetings
- Attend Quarterly 4 hr. Training
- Attend ICPC (International Conference of Police Chaplains) week long training

For Information or Application contact

Jim Shackelford, Lead Chaplain
Community Relations Unit
Community Services Division
Cell: (561) 307-3361
Fax: (561) 688-4188

HERMAN GOLDSTEIN AWARD SUBMISSION

Palm Beach County Sheriff's Office

EMERGENCY MINISTRY PRAYERS

EMERGENCY MINISTRY

*A Collection of
Prayers and
Services
From
Distinctive
Faith Groups
For use by
Chaplains and Clergy
of all Faiths*

This resource is provided to spiritual leaders who may be called upon to perform emergency ministry in situations of dying and death. It is intended to provide understanding about cultural practices and religious views of various faiths that will enable you to minister more effectively from your religious faith perspective to individuals of various other faiths. It does not constitute theological endorsement of any kind.



This resource is provided as a service to fellow chaplains, clergy and spiritual leaders of all faiths by Adventist Chaplaincy Ministries, a department of the General Conference of Seventh-day Adventists®



Seventh-day Adventist Church

To obtain additional copies contact:

**General Conference of SDAs
Adventist Chaplaincy Ministries**
12501 Old Columbia Pike
Silver Spring, Maryland 20904, USA
Email: acm@gc.adventist.org
Internet: www.adventistchaplains.org
or www.nad.adventistchaplains.org
Telephone: (301) 680-6780 or 6782

A donation to Adventist Chaplaincy Ministries is requested for orders of five or more copies of this resource. Also available are subscriptions to the ACM journals: *"For God and Country"* and *"The Adventist Chaplain"*

HERMAN GOLDSTEIN AWARD SUBMISSION

Palm Beach County Sheriff's Office

CHAPLAINCY LOGO AND STATIONARY

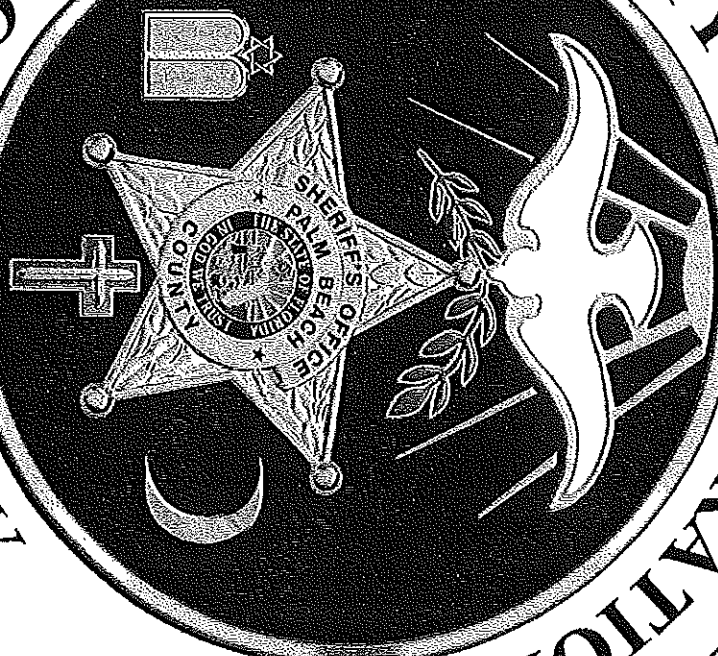


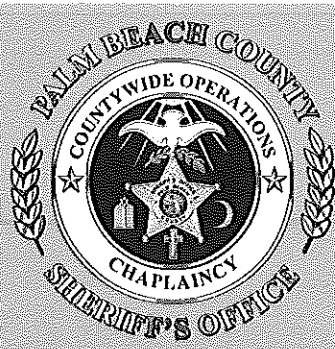
SHERIFF'S OFFICE

PALM BEACH COUNTY

CHAPLAINCY

COUNTYWIDE OPERATIONS





Palm Beach County Sheriff's Office

COUNTYWIDE OPERATIONS CHAPLAINCY UNIT

2300 N. Jog Road, West Palm Beach, FL 33401
Phone 561-681-4523 Fax 561-681-4525

Rev. James Shackelford
LEAD CHAPLAIN

Rev. Karen Modell
ASSOC. LEAD CHAPLAIN

Major Daniel R. Smith
COMMANDER

William A. Gralnick
UNIT MANAGER

HERMAN GOLDSTEIN AWARD COMPETITION

Palm Beach County Sheriff's Foundation

CERTIFICATE OF APPRECIATION FOR ESTABLISHMENT OF

CHAPLAINCY INTERNSHIP PROGRAM

Saint Vincent de Paul Regional Seminary

Certificate of Appreciation

is hereby presented to:

William Grafnick

*for outstanding supervision and
lasting contribution to
Theological Field Ministry*

Awarded: May 2, 2012

Monsignor Keith R. Brennan

Rector

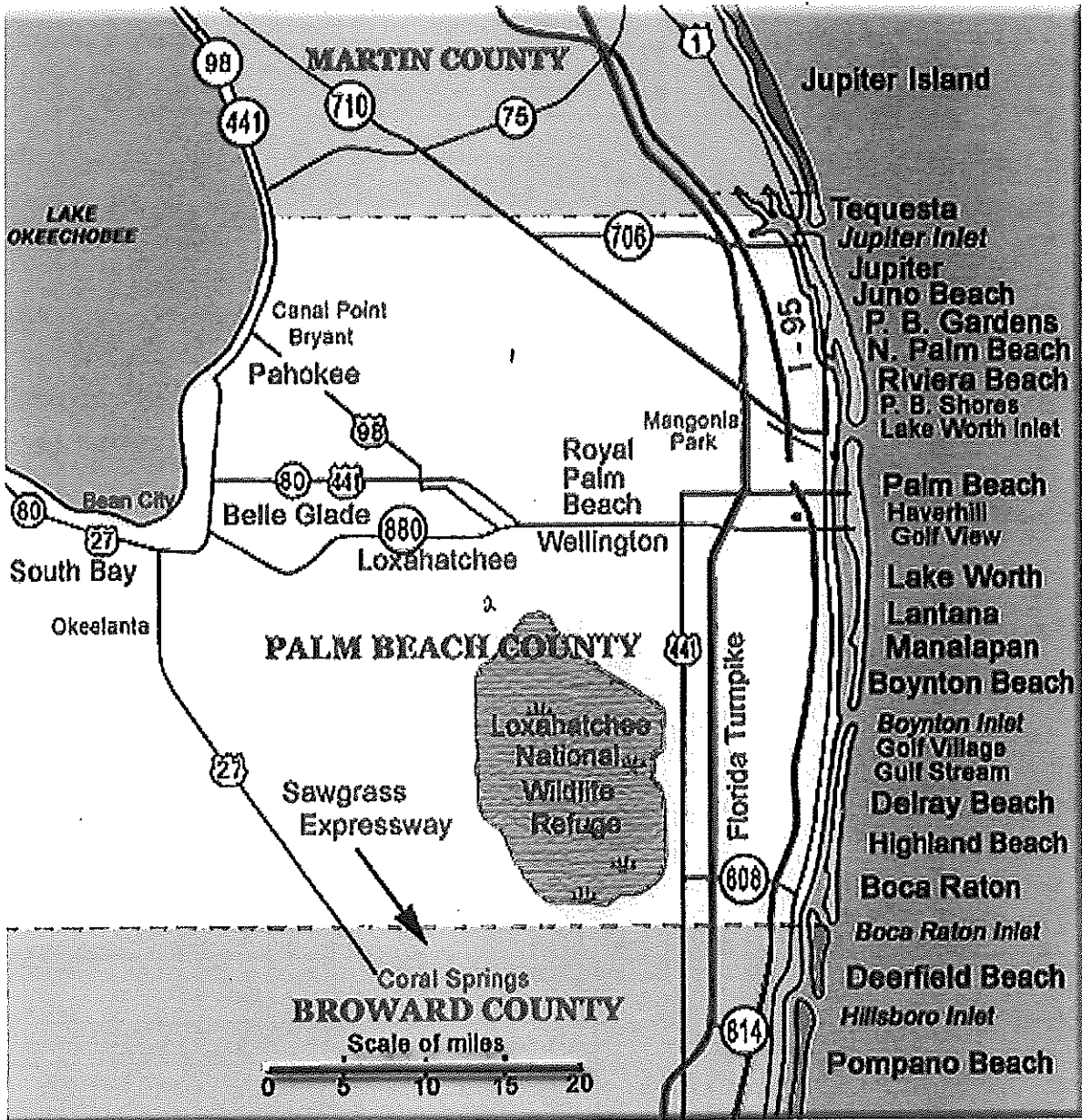
Rev. Louis T. Guerin

Dean of Pastoral Formation

HERMAN GOLDSTEIN AWARD SUBMISSION

Palm Beach County Sheriff's Office

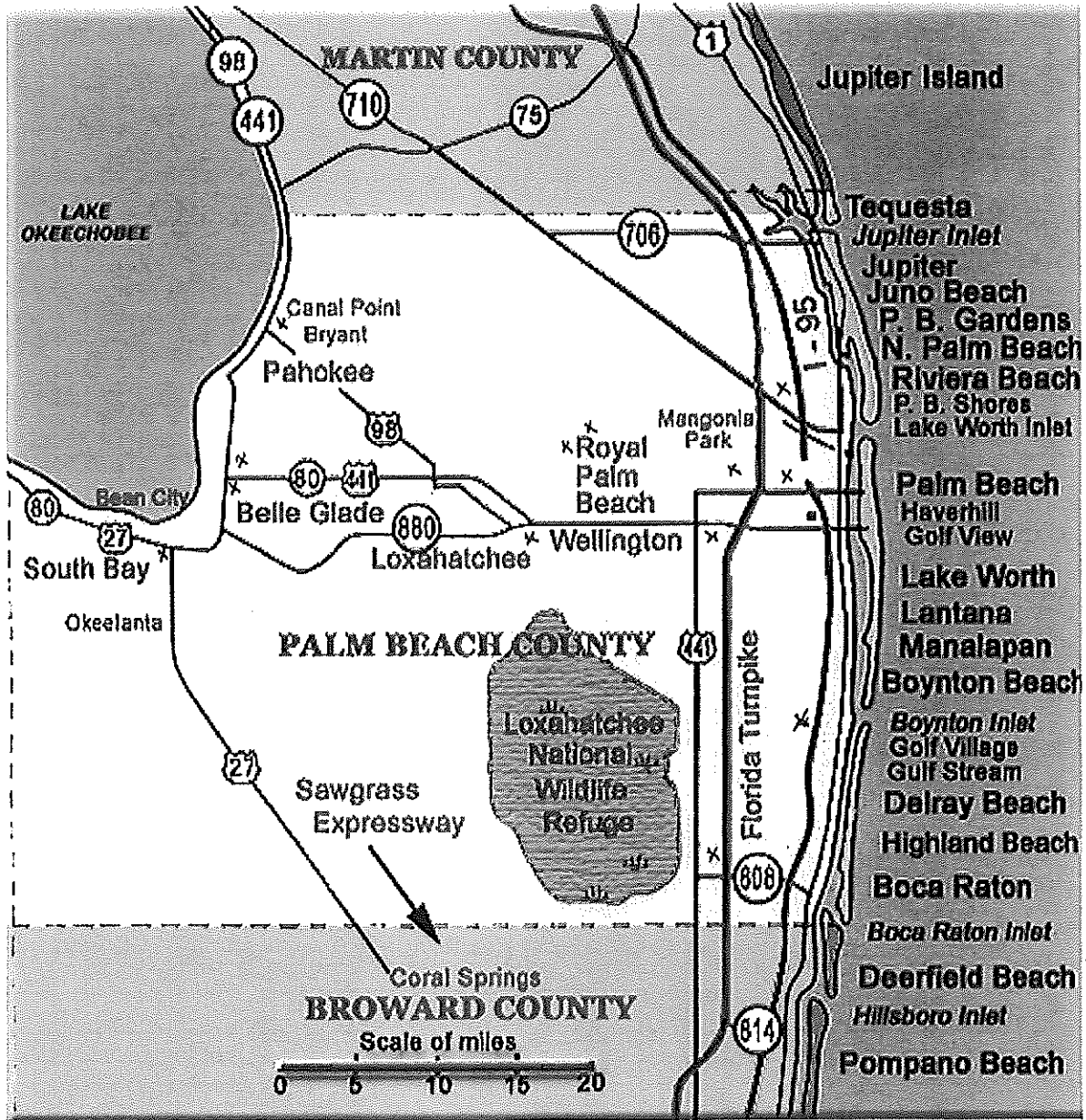
ORIGINAL CHAPLAINCY DISPATCH MODEL



HERMAN GOLDSTEIN AWARD SUBMISSION

Palm Beach County Sheriff's Office

REVISED CHAPLAINCY DISPATCH MODEL



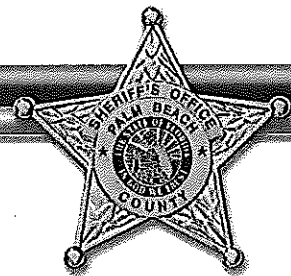
HERMAN GOLDSTEIN AWARD COMPETITION

Palm Beach County Sheriff's Foundation

LETTERS OF PRAISE AND COMMENDATION

PALM BEACH COUNTY
SHERIFF'S OFFICE

RIC L. BRADSHAW, SHERIFF



MAJOR A. ARAUJO, JR.
WESTERN REGIONAL BUREAU
PHONE: (561)904-8254

FAX: (561)753-1227

E-MAIL: araujoA@pbso.org

To whom it may concern:

The work this committee does to promote and facilitate community policing worldwide by providing exemplars on successful policing strategies from which other agencies can benchmark is to be commended. I thank you for your dedication to this venture, and for taking the time to review the attached submission.

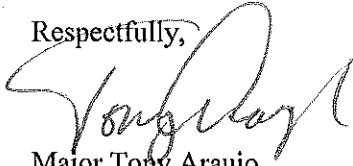
I'm a former Marine and thirty year veteran of the Palm Beach County Sheriff's Office having been assigned to work in or oversee a variety of units during my tenure. One of my most rewarding assignments was as the commander of the Palm Beach County Sheriff's Office Community Policing Division from 2004 – 2007. It was during this time that I saw the benefit of bringing the Chaplain's Unit hand in glove with our community policing efforts. Since then, the unit has grown and taken on a more pronounced involvement in our agency with both internal and external matters. As a commander, I have used the unit to conduct or assist with many duties one would associate with a chaplain's unit in a large metropolitan police agency. However, many of the duties the unit is involved in directly contribute towards our community policing strategies. The following are but a few examples:

- Serve on Precinct/District Community Boards with area community clergy, gov't bodies and district deputies. Boards are varied, and address social/economic issues that affect crime, disorder and promote our community policing efforts
- Real time 24/7 response to critical incidents. Chaplains often defuse and mitigate hostile crime scenes that are active, many of which involve gang members and/or their associates. Our abilities to properly investigate crime scenes is enhanced in such circumstances
- Identify and work to solve area social/economic challenges affecting crime and disorder in partnership with internal/external resources
- Real time 24/7 response to any/all employee crisis incidents

As aforementioned, I'm a former Marine and was the beneficiary of an excellent chaplain's care during my hitch. My experiences with Navy chaplains were always reassuring, and many times assisted me and my unit in accomplishing what seemed insurmountable. Our chaplains did this with reverence and humility, always promoting the greater good. I see this very same posture in our chaplains at the Palm Beach County Sheriff's

Office. Their dedication and steadfast commitment to those they serve, and serve with reassure our community and deputies, that together, we can accomplish what some would label as “insurmountable”. I would rate our chaplain’s unit as one of the most dedicated you will ever encounter, and I am very pleased and thankful that our Sheriff has budgeted to give these volunteers the tools they need to make Palm Beach County a better place for all.

Respectfully,

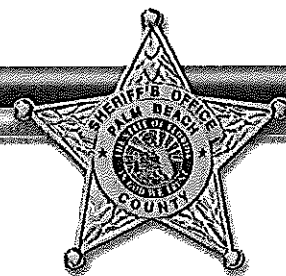
A handwritten signature in black ink, appearing to read "Tony Araujo". The signature is fluid and cursive, with a large initial "T" and "A".

Major Tony Araujo
Western Regional Bureau

PALM BEACH COUNTY

SHERIFF'S OFFICE

RIC L. BRADSHAW, SHERIFF



MEMORANDUM

District 3

TO: Herman Goldstein Award Committee

DATE: May 11, 2012

FROM: Lieutenant Richard DiBerardino

FILE:

SUBJECT: PBSO Chaplaincy Unit

The purpose of this letter is to describe the importance and invaluable contributions the Palm Beach County Sheriff's Office Chaplaincy Unit provides to District 3 of the Palm Beach County Sheriff's Office (PBSO). I am the Executive Officer of District 3, which is comprised of 122 employees, to include over 100 sworn officers. It is the largest district of law enforcement in Palm Beach County, and arguably the most challenging based on the diversity of services required to serve our citizens effectively. We are known for having arguably the busiest area in terms of crime rate, but we also service other areas with many different characteristics. There are areas considered to be more rural, there are developments consisting of exclusively wealthy residents, there are multiple senior living facilities/developments, and there are many areas considered to have high levels of socioeconomic distress.

I have personally witnessed the exceedingly positive effects that our Chaplains have had on our district. They have openly and selflessly extended their professional assistance to every phase of our law enforcement district. They are both proactive and reactive to their approach in helping our district, without ever pushing their way into a situation that may create tension. This is an incredibly difficult feat to accomplish given the skeptical nature of law enforcement officers. Chaplains actively communicate with me about what they can do to help our employees and agency. Our employees enjoy their presence in the office when they come by just to see how we are doing. In the following paragraphs, I will generally explain some different situations in which our Chaplains have benefitted our district.

Chaplains actively ride with our road patrol deputies during their shifts. They often ride in the busiest sectors that have the most action. They are very good at listening, and participating in a manner that fits the demeanor of the deputy. If a deputy opens up, they listen and counsel. If the deputy remains closed, the Chaplain sticks to being a good companion. Another situation we have successfully experimented in is having Chaplains ride with employees who have had some problems or have displayed marginal to poor work performance. Chaplains have produced extraordinary results in helping the moral, attitude, and overall well-being of deputies who fall

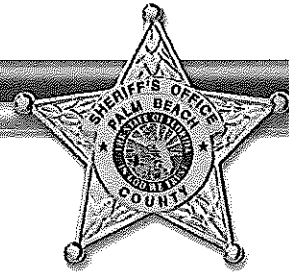
into this category. I have literally received nothing but positive feedback from both deputies and the Chaplains about these situations.

Chaplains have also been beneficial to our district in assisting with victim/grief counseling to citizens. They have often assisted our deputies and supervisors with helping the emotional well-being of some of the citizens we encounter throughout our assignments. The Chaplains have also always been quick to assist civilian employees within the district. I recently reached out to a Chaplain about a civilian employee having some problems at home. The Chaplain immediately contacted the employee and the employee gratefully scheduled some counseling sessions with the Chaplain.

In conclusion, I feel strongly that our Chaplaincy Unit is an invaluable resource to the district. They have been an integral part in the success of our district, and positively influence the effectiveness and efficiency of our work product. I feel passionate enough about the benefits of our Chaplaincy Unit that I will make it a priority to make sure there are PBSO Chaplains assigned to any future division or district I am assigned to. I respectfully submit this memorandum in an effort to solicit the positive recognition that our Chaplaincy Unit has most certainly earned.

PALM BEACH COUNTY
SHERIFF'S OFFICE

RIC L. BRADSHAW, SHERIFF



Lt. Pete Ebel
Tactical Operations Unit
3228 Gun Club Road
West Palm Beach, FL 33406

May 2, 2012

To whom it may concern:

All too often in law enforcement, chaplains are limited to working with road patrol officers and showing up at shooting scenes or other critical incidents to help minister to the needs of involved officers. While those are important roles, interaction with special units is rare in many agencies.

As someone who has spent much of his 23-year career in special units, I have always thought this was unfortunate. Officers in special units are subjected to high levels of stress at work and home. Many deal with the worst of the worst criminals (our unit arrested 22 murder suspects, 19 attempted murder suspects and 60 robbery suspects in 2011). They are prone to great internal pressure, often working high-profile cases. Family life can be made difficult by schedule changes, callouts and concern about the dangers posed by their assignment.

When I took command of the Tactical Operations Unit at PBSO, our chaplaincy unit approached me with a proposal to offer the much-needed services to our special unit. We created a partnership that greatly benefits our personnel, giving two chaplains full access to our agents, and vice-versa. The chaplains accompany our agents in the field in a "ride-along" capacity, attend roll calls, and frequently correspond with members of the unit.

The value to our unit is as follows:

- The chaplains become "part of the family." Our agents trust them and are more likely to seek their help.
- Because of their frequent contact with unit members, the chaplains are able to note changes in behavior that might be signs of distress for an officer.
- Our agents' positive interactions with the chaplains helps spread the word within the agency as to the value of the program
- The community as a whole benefits. Agents seeing a need – whether through work or their personal life – for a chaplain are more likely to recommend someone they see as a comrade to a person in need.

Everyone involved in this equation – the officer and his/her family, the chaplain, and the community – is well served by such a partnership. We are a better unit, agency and profession for it.

Sincerely,

A handwritten signature in black ink, appearing to read "Pete Ebel", with a long horizontal line extending to the right.

Lt. Pete Ebel
Tactical Operations Unit Commander

PALM BEACH COUNTY
SHERIFF'S OFFICE

RIC L. BRADSHAW, SHERIFF



As the captain of a diverse, lower-middle income district, there are several important things to note about the chaplaincy's impact on District 14- City of Lake Worth. First there is the diversity of the chaplains assigned to us. We have a Roman Catholic priest who actually was born and raised in this area. We have a female chaplain who is Protestant, actually Quaker, and an African American pastor, also Protestant. That diversity fits the district well in-house and in the community.

All three chaplains have years of ministerial experience and all three are seminary graduates. In addition to their theological training, they possess "street smarts" which works well in dealing with the troops.

Below are several experiences in which members of the Chaplaincy Unit have left a distinct and positive impression in District 14:

- 1) On a walk-through of the district office, a chaplain happened to make introductions with a civilian employee who inquired, rather timidly, if chaplains served only sworn personnel. The answer was of course "no," and the chaplain was able meet the employee's need.
- 2) On another occasion, an employee's husband became seriously ill and hospitalized in our district. Two chaplains, one assigned to the district and one who lived in the district, visited this individual regularly, having conversation, prayer, and towards the end reading psalms. The chaplains were with the individual until he passed and continued to serve the surviving family well after the passing. This service proved to be invaluable.
- 3) At another time, one of our chaplains was off-duty when he noticed some of our cars clustered around a railroad track at a fairly grisly *car vs. train* crash. The chaplain was both a physical help at the scene, and he rendered spiritual comfort to both civilians and officers who had witnessed this terrible event.
- 4) Finally, a chaplain who was finishing church got a call, had an associate cover for him, and went immediately to what turned out to be a violent domestic dispute. In sum, the husband shot his wife in what was a very gruesome crime scene. With total composure, this chaplain helped the scene commander separate essential people from non-essential ones and ministered to those individuals in his group. At the end, the chaplain made a special effort to spiritually "debrief" the officers as this was a horrific scene regardless of one's training or longevity on the job.

There is no question that my district is a better place for having its own chaplains.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "R Silva".

Rolando Silva, Captain

TO: BILL GRALNICK, MANAGER
FROM: JIM SHACKELFORD, CHAPLAIN
SUBJECT: CHAPLAIN ENCOUNTER

The following two personal Chaplain Encounters immediately come to mind. One of “another race” and the second, “another religion”.

While out with my wife I responded to a Call Out of a small child drowning. Upon arriving at the home where the drowning took place I was met by the Sgt. who was the scene supervisor. He informed both my wife and me of the extreme emotional condition of the Haitian family, in particular the grandparents who were babysitting the child. Even though the drowning had just recently occurred there were at least two dozen of the church’s members inside the house with more arriving. I placed a call to two of our chaplains to assist. One who was Haitian and the other Jamaican who knew the grandfather but both were unavailable at that time. While I spent time with the grandfather my wife spent time with the grandmother and women of the church who were there to minister to her. Other than the brief language barrier one would have thought we were part of the family and or church. The Ministry of Presence which is the hallmark of chaplaincy took place quickly due to two factors. First, once we were introduced as Chaplain and wife we were wrapped in hugs with many tears flowing – we accepted that and responded. Secondly, knowing their deep Christian beliefs I asked permission to pray and the grandfather broke down and asked if he and his wife could be placed in the center of the circle surround by all their family and friends. In the midst of deep sobs and many tears by all present there was a peace and comfort that could be seen on their faces. We were there approximately 2 hours when the Jamaican Chaplain arrived. Later that evening the Haitian Chaplain met with the family. Both were extremely effective ... again, showing the Ministry of Presence

The second took place on a Call Out in which a young lady was killed in an auto accident. I met a deputy at the home of the lady’s parents. He requested that I take the lead in informing the family of her death. We were met at the door by the mother who was the only one home. She immediately knew that something happened and started crying. I asked her if we could come in and be seated. As I sat down beside her on the couch I observed the Star of David hanging on the wall and a Menorah sitting on the table. After I informed her of her daughter’s death she fell in my arms crying heavily. I asked her if we could call someone and she asked that her husband who was at work be called. At that time I asked her if she was Jewish and if she wanted her Rabbi called. She informed me they were not part of a Synagogue at the present time and she would ask her closest friend to contact their Rabbi the following day. At that time I advised her I was a Christian Chaplain but would be willing to offer a prayer that would be befitting to her beliefs. In the midst of her tears she responded, “Please pray and ask God to prepare her husband as their daughter was a “daddy’s girl”. After praying she asked that I stay until her husband arrived home and to pray with them both. The Ministry of Presence bridged the religious gap in a beautiful way.

Chaplaincy: A Female's Perspective of Serving a Male-Dominated World

Deputies who have been in military service understand the role of the chaplain, but it is not a concept that all deputies readily embrace especially if the chaplain is not one of the guys. It is even more complicated if the chaplain resembles their mother-in-law. Even the sergeants who verbalize a positive stance on chaplain ride-alongs may try to protect either the chaplain or the deputies from their notion of what the role involves making it more difficult for a mature female chaplain to earn integration into the squad.

One of the sergeants in my district repeatedly would assign me to ride with the church going family man to such a degree that other officers thought of me as his personal chaplain. When I confronted the sergeant about this he replied that he didn't think the men would be comfortable; they wouldn't be relaxed and would have to watch their language. I was incensed and said that was a load of s@#\$. I have heard every word they could possibly say and knew how to use them all in sentences. The sergeant relented and finally sent me out with someone else.

There have been many other instances of what I have come to think of as "the language barrier". Deputies either trying to goad me by using foul language thinking it would get a reaction or apologizing for using it appropriately. It has become something of a joke in my district. One evening a deputy came in angry, cruising and complaining. He had not noticed me sitting there. The sergeant told him he would have the chaplain riding with him and he went off on even more of a tirade until he saw me and everyone laughed. We actually had a very interesting evening together.

Once I over came the language barrier I still had to earn integration. Two of the most significant occasions that helped me achieve this were when during a ride along we were part of a major incident involving various units, K-9, TACK. Often when there is anticipated danger cars with riders stay back. The deputy I was with was not going to miss the action and went into the heart of the altercation. She jumped out of the car with her gun drawn. I dropped down to the floor where I stayed until all was clear. When I popped back up they were all impressed at how well I kept out of the way and eagerly told me what I had missed by keeping my head down. I had earned some new level of respect.

Another time we went barreling down the road sirens screaming code3, driving on the sidewalk, which is totally against regulations. After the bad guys were in custody and all was quiet the lieutenant asked me if I had been involved in the car chase as we leaned against the patrol car with smoke still streaming from the engine and the smell of burning rubber wafting in the air. I just shook my head from side to side. Behind the lieutenant the deputy gave me a thumbs up. Now they knew they could trust me.

My presence seems to be most helpful at traffic accidents. On one occasion we were transporting someone to jail when we heard the squeal of tires and the crunch of metal. We were first on the scene. Once other cruisers began arriving my deputy wanted to leave with his prisoner. Another officer asked that he leave me at the accident where I was

reassuring the victims and maintaining calm. At another accident after things were handed over to EMS the deputy I was with returned to his car to wait for me while I prayed with a frightened victim until she was put into an ambulance.

I have been serving for four years now. I still don't think I have the same relaxed level of intimacy with the deputies that some of my male peers may have with the deputies, but I know I am trusted and valued by my district.

Assistant Lead Chaplain
Karen Model

HERMAN GOLDSTEIN AWARD COMPETITION

Palm Beach County Sheriff's Foundation

POTENTIAL CHAPLAINCY HOURS AND VALUE



Palm Beach County Sheriff's Office Honors Our Administrative Volunteers

National Volunteer Week - April 15 - 21, 2012

Administrative volunteers were honored with a **Volunteer Appreciation Luncheon** on Friday, April 20, 2012, at Benvenutos Restaurant in Boynton Beach. The theme of the luncheon was *"Inspire by Example"*.

Volunteers have contributed over 326,571 hours to our program which is value added to the Sheriff's Office of \$6,975,556.56 (this is calculated by the national average

for a volunteer hour). We have approximately 3500 volunteers, which are well integrated into various departments throughout the Sheriff's Office such as, Detective Bureau, Crime Lab, Human Resources, Chaplains, etc.

Awards presented were *Volunteer of the Year* and *Lou Schiff Award for Excellence*.



Western Community Substation holds Citizen's Police Academy

The Citizen's Academy was held February 23 through April 12, 2012, at the Western Community Substation located at 38840 State Road 80, Belle Glade. Over 30 applicants registered for the 8 week program which brings citizens *"Behind the Badge."*

The Citizen's Academy provided an opportunity for individuals who live and work in the western communities to become familiar with the day-to-day operations of the Sheriff's Office.



HERMAN GOLDSTEIN AWARD COMPETITION

Palm Beach County Sheriff's Foundation

ACTUAL CHAPLAINCY HOURS AND VALUE 2011,2012

HERMAN GOLDSTEIN AWARD COMPETITION

Palm Beach County Sheriff's Foundation

The Chaplaincy Unit as A Time and Money Saver

27 chaplains x 9 hours/ month =243 hours

243 hours x 12 months = 2916 hours

2916 hours x \$24.00/hour = \$69,984 / year!

Modell, Karen	8	15	26	7	11	24	51	18	35	13	9	7
Miller, David	0	0	0	0	15	10	5	25	2	2	11	7
Moise, Jean 9596	0	9	0	0	16	0	0	11	0	16	0	0
Osborne, Sean	0	0	0	0	0	0	0	0	0	0	0	0
Parrotta Michael	0	0	0	0	0	0	0	0	0	0	0	0
Papes Joe	9	7	11	0	0	6	10	8	2	0	9	0
Pope, John	28	26	34	54	77	0	23	64	33	50	46	44
Rease, Bob 9597	9	0	0	0	8	0	0	8	0	0	0	0
Rendon, Jose	42	36	68	0	26	15	20	0	13	12	15	23
Rose Michael	0	15	8	0	0	0	0	4	0	20	0	0
Shackelford, Jim	55	45	73	55	64	75	25	72	4	33	49	16
Silvers, Bob	10	0	11	0	10	14	0	4	18	9	5	0
Smith, Leslie	8	4	33	8	10	0	0	13	14	0	0	0
Sturgill, Dan	7	18	9	6	3	9	6	0	0	0	0	0
Weiss, Gerry	0	13	0	0	0	0	0	0	0	0	0	0
Tobey, Mike	47	60	56	20	36	25	10	22	17	22	12	0
Walcott, Vernon	0	0	0	0	0	0	0	9	20	21	15	20
Wrenchs Paul	0	0	11	0	12	1	8	0	0	11	18	18
West, Dan	20	10	8	0	0	0	0	0	0	0	16	0
TOTAL CHAPLAIN	341	415	496	262	433	259	238	391	241	274	295	158

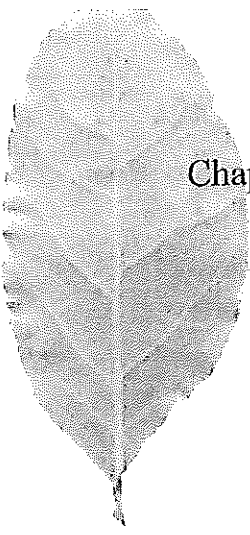
3803 x 24 = 91272

JDC

HERMAN GOLDSTEIN AWARD COMPETITION

Palm Beach County Sheriff's Foundation

BAPTIST TRACTATE ON NON-DENOMINATIONALISM



Chaplain Sandy Huntsman: PBSO Volunteer Chaplain

Topic: Theory/philosophy of Baptist/Evangelicals ministering to the needs of other faith groups.

Baptist, specifically Southern Baptist involvement in chaplaincy ministries dates back to 1847 when a pastor of a Hampton, Virginia, Baptist church was called to serve as a chaplain of the University of Virginia. The 1863 minutes of the SBC demonstrate the support of chaplaincy among military forces.

According to the Southern Baptist Endorsement Manual for Chaplains and Counselors in Ministry (2001), "The chaplain's ministry is to all persons of the agency/institution and to all persons that the agency/institution seeks to serve... Every chaplain is expected to support the free exercise of religion within the agency/institution being served... The chaplain is expected to provide religious ministry to all those persons regardless of their faith group as well as those of the chaplain's particular faith group."

Scripture indicates that Jesus went about "doing good...to all (Acts 10.38)" and numerous professional services, like the police and nursing for example, understand the need to care or provide services to everyone, irrespective of their personal religious beliefs or personal preferences.

Baptist chaplain's should always seek to display a spirit of cooperation and team building operating according to the directives and policies of the institution for which they serve and should build relationships with other faith groups with a philosophy of "cooperation without compromise." Every chaplain should remember his/her foremost allegiance is to God and his/her purpose is for the common good of all.

HERMAN GOLDSTEIN AWARD COMPETITION

Palm Beach County Sheriff's Foundation

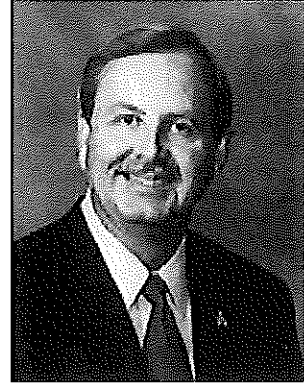
MEDIA COVERAGE

Chaplains Help PBSO Personnel Stay Grounded

By Palm Beach County Sheriff Ric Bradshaw

Police work is stressful and dangerous. The hours are long and grueling, and there's often very little time for officers to reflect and process what they endure on the streets. That's why the Palm Beach County Sheriff's Office has a team of chaplains in place.

These ordained members of the clergy assist my deputies and commanders in staying grounded to their moral principles and to their duties in serving the community. They provide comfort, support and spiritual guidance to overcome the challenges of working in law enforcement.



Point of View by
Sheriff Ric Bradshaw

We often forget that deputies are human beings, too. Even the best officers aren't fully immune from the stresses and pains of investigating gruesome crimes that are so common in our society today.

Our 27 volunteer chaplains often work alongside deputies on the scene of shootings, domestic violence attacks, fatal car crashes and other serious incidents. They are there to help deputies confidentially deal with the grief and trauma of doing their jobs. They make sure deputies don't have to suffer alone.

For many deputies, our chaplains are part of the family. They marry and bury our deputies. They baptize their children and attend their family functions. They deliver last rites.

Our chaplains also work closely with families of deputies, as well as crime victims and occasionally the families of the accused or convicted offenders.

Traditionally, chaplains were ministers such as priests, pastors, rabbis or imams attached to hospitals, prisons, military units, police and fire departments, universities, and private chapels. Though originally the word "chaplain" referred to representatives of the Christian faith, it is now applied to men and women of other religions or philosophical traditions.

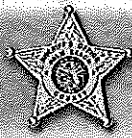
At the sheriff's office, our chaplains represent the Abrahamic religions and reflect the religious, ethnic and gender diversity of the community we service. They speak English, Spanish, French and Creole. They include a clinical psychologist and a professional with a Ph.D. Each chaplain is assigned to a different region within the sheriff's office jurisdiction so that he or she can personally get to know deputies and other staff members.

On any given day, chaplains ride along with deputies and attend training meetings. This helps build relationships with staff and enables chaplains to better understand the

neighborhoods we patrol in.

My agency has had chaplains in place for decades. But the current chaplains program is unique for its depth and professionalism. Our program offers internships for students at Palm Beach Atlantic University in West Palm Beach and St. Vincent de Paul Regional Seminary near Boynton Beach. It's also a model for other law enforcement agencies. We've talked to several departments who are interested in incorporating elements of our program.

Our chaplains are a vital part of the sheriff's office. They are included in most of what we do as an agency. They truly are a part of the family. To learn more about the PBSO chaplains unit, contact Unit Manager Bill Gralnick at gralnickw@pbso.org or (561) 681-4523.



Chaplains Provide Comfort, Support and Spiritual Guidance to Overcome the Challenges of Working in Law Enforcement

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To learn more about the Sheriff's Office chaplains unit, please contact Bill Gralnick, the unit's manager, at: Gralnickw@pbso.org or at 561-681-4523.



The Palm Beach Post

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PBSO seeks volunteer Jewish chaplains

By ALEXANDRA SELTZER

Palm Beach Post Staff Writer

Updated: 3:40 p.m. Wednesday, May 11, 2011

Posted: 1:08 p.m. Wednesday, May 11, 2011

The Palm Beach County Sheriff's Office Chaplaincy Unit is looking for one or two more volunteer Jewish chaplains.

The unit requires the candidate to be a graduate of a recognized rabbinical program and to have received ordination.

A candidate who is a cantor has to be a graduate of a recognized cantorial school and has to have taken courses in counseling similar to what is taught at rabbinical seminary; said sheriff's office spokeswoman Teri Barbera.

The position requires a "monthly commitment of 8 contact hours with sheriff's deputies and/or sheriff's office civilians."

Contact hours include "ride alongs," visits to chaplain's assigned district where he or she would attend roll calls and become a "familiar face around the house."

Among other duties, chaplains are called to assist in delivering a death notice along with doing life cycle events, invocations and benedictions.

"Most chaplains love the work," Barbera said. "It is pure ministry, virtually free of administrative duties and is called 'a ministry of presence'."

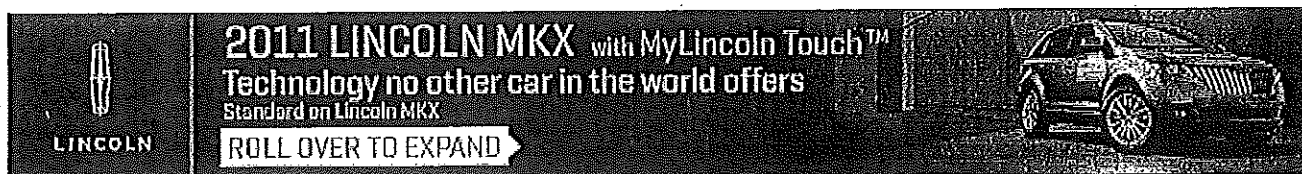
Over the past year, the unit has more than doubled in size and is close to it's goal of 30 chaplains.

For more information or to apply, call Chaplaincy Unit Manager Bill Gralnick at 561-681-4523.

Find this article at:

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<http://www.palmbeachpost.com/news/pbso-seeks-volunteer-jewish-chaplains-1468808.html>



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 ROLL OVER TO EXPAND

Gralnick, William A.

From: Silva, Rolando
Sent: Wednesday, August 18, 2010 10:44 AM
To: Gralnick, William A.
Attachments: image001.png; Image002.jpg; image003.jpg; image004.jpg; image005.jpg; image006.jpg

This is great... Kudos to you Bill for your role in getting this guy on!

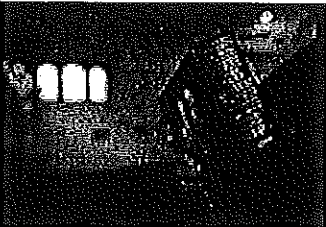
Captain Rolando Silva, Esq.
Commander, District 14- City of Lake Worth
Office: (561) 202-9655
Fax: (561) 586-1763



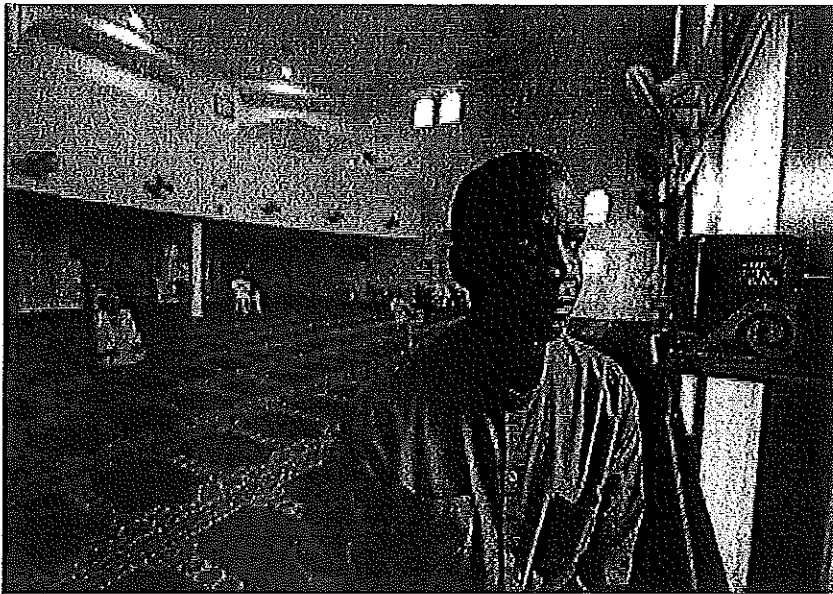
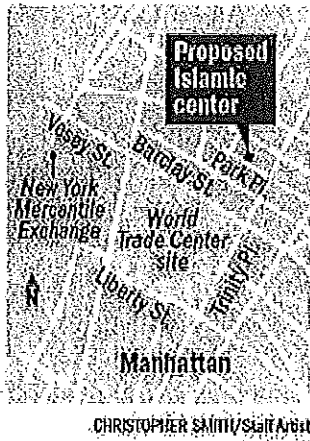
Cerabino: PBSO Imam: An insensitive idea



Palm Beach Post
Frank Cerabino



Richard Graulich/Palm Beach Post
C.B. Hanif holds the Qur'an inside Muslim Community of Palm Beach County mosque in West Palm Beach Sunday morning, Aug. 12, 2010.



Richard Graulich/Palm Beach Post

C.B. Hanif stands inside Muslim Community of Palm Beach County mosque in West Palm Beach Sunday morning, Aug. 12, 2010. Hanif has just been named the first Muslim chaplain of the Palm Beach county Sheriff's Office.

By **FRANK CERABINO**

Palm Beach Post Staff Writer

Updated: 10:09 p.m. Tuesday, Aug. 17, 2010

Posted: 3:15 p.m. Tuesday, Aug. 17, 2010

Dear Sheriff Ric Bradshaw:

First of all, I want to make it clear that it's your right to make room for the first Muslim chaplain in the Palm Beach County Sheriff's Office.

We proudly live in the land of the free, and that includes the freedom of people to practice their religion, or in some cases, none at all. So, don't get me wrong. I'm not saying you don't have the right to include Imam C.B. Hanif among the 25 members of the clergy who give comfort to your officers.

But did you have to do it? Isn't that being insensitive?

Please reconsider this brash action.

As you undoubtedly know, Palm Beach County is hallowed ground for retired New Yorkers.

So wouldn't it be more appropriate if the sheriff's office in say, Sebring or Palatka, became the home of an Islamic chaplain?

Why in Palm Beach County, of all places?

Are you looking to have another "Mosque at Ground Zero" controversy on your hands?

OK, I know, it's actually an Islamic Cultural Center, and it's not at Ground Zero, but actually at the site of an old Burlington Coat Factory two blocks away in lower Manhattan.

But for political purposes, it's a mosque at Ground Zero, and useful fodder for whipping up timely election-season hysteria.

Shouldn't you be more sensitive to this, Sheriff Bradshaw?

I know Hanif is a solid guy. I used to work with him. He's a terrific choice.

But that's beside the point. Shouldn't you be more concerned with making bigots feel justified by showing deference to their delusions?

Here's a taste of what I'm talking about, a comment from a reader posted on this newspaper's Web site in reaction to the story announcing Hanif's inclusion among your chaplains:

"That evil so-called 'religion' should be barred from the US, and ALL Muslims, regardless of their job, etc., should be deported from our country! That is the only way we are ever going to truly protect ourselves, instead of punishing all citizens of the country for these evil people! Does Hanif beat his wife, and make her cover head to toe, etc., like all Muslims do? If so, that is classified as domestic abuse in this state!"

You have an opportunity to fan these flames of ignorance and hatred. By reconsidering your inclusion of Hanif you can play a vital role in the national effort to perpetuate the useful propaganda that the 9/11 attacks by a small band of Muslim extremists were actually attacks on America by a world religion that's practiced by nearly a quarter of the Earth's population, including several million Americans.

This is no time for reason, Sheriff Bradshaw. Only sensitivity that serves a political purpose.

Muslims just happen to be one of the scapegoats during this election cycle.

It used to be that it was enough just to thump on the gays every election year. But we've added the brown menace from south of the border this year, and for good measure, tossed the whole Islamic religion on the pile. Extreme measures for tough times are necessary.

Let's face it, Republicans can't run on their economic record of the past eight years, or their disastrous military adventurism. The best they can do is take cover under the tea party pseudonym and bank on their growing collection of scapegoats.

So please, Sheriff Ric, show them a little more sensitivity.

~frank_cerabino@pbpost.com

Gralnick, William A.

From: Barbera, Therese C.
Sent: Tuesday, August 10, 2010 7:03 PM
To: Gralnick, William A.
Subject: FYI - MA10-127 PBSO CHAPLAINCY CONTINUES TO EXPAND - First Muslim, Two Conservative Rabbis Amongst New Volunteers

FYI – would this be possible.

From: Burdi, Jerome J [mailto:JJBurdi@sun-sentinel.com]
Sent: Tuesday, August 10, 2010 4:51 PM
To: Barbera, Therese C.
Subject: RE: MA10-127 PBSO CHAPLAINCY CONTINUES TO EXPAND - First Muslim, Two Conservative Rabbis Amongst New Volunteers

Hi Teri,

I'd like to meet with the Muslim chaplain for a story. Next week OK?

-Jerome

August 10, 2010

For Immediate Release

MA10-127

Contact: William Gralnick 681-4523
Unit Manager/Community Relations

Media Advisory

**PALM BEACH COUNTY SHERIFF'S OFFICE CHAPLAINCY CONTINUES TO
EXPAND**

First Muslim, Two Conservative Rabbis Amongst New Volunteers

CB Hanif, a well known and well respected former Editorial Board member of the Palm Beach Post has become the first Muslim Chaplain for the Sheriff's Office. American born and raised Imam Hanif brings a well of interfaith experience to the job. He is joined by Rabbi Gerald Weiss who serves Beth Ami Congregation in Boca Raton and Rabbi Randall Konigsberg from Temple Emeth in Delray. Both become the first conservative rabbis to join the chaplaincy. Konigsberg has received Critical Incident Training while in New York.

Joining them are Pastor Michael Rose of the Royal Palm Covenant Church in Royal Palm Beach; Fr. Michael Parotta of St. Vincent's Roman Catholic Church in Delray, Fr. Joseph

Papers of Sacred Heart Roman Catholic Church in Lake Worth, and Leslie Smith of First Baptist Church/ West Palm Beach.

Pastor Rose has a long record of service to the Royal Palm Beach Police Department and now PBSO. He was a key participant in beginning participation in the Drowning Coalition after a youngster in RPB drowned in a swimming pool.

Fr. Parotta, a native of Queens, NY, comes to us from the Diocese of Fargo, ND and is now permanently attached to the Diocese of Palm Beach. He brings a straight-talk, no-nonsense New York style to his ministry and in his own words, "like to work the streets."

Leslie Smith is a Biblical Counselor at First Baptist with an MSW. She has ten years of intensive Biblical Studies and is pursuing a higher degree in Theology. She becomes a footnote in history in that in order to satisfy the requirement that chaplains be ordained First Baptist ordained her specifically so that she could serve as a chaplain for PBSO.

Fr. Papes, an avid diver who recently took a day off to partake in the mini-Lobster season, is a "home town boy made good" story. He was born and raised in Lake Worth. He serves a parish that encompasses the block on which he was raised. Fr. Papes has several deputies in his congregation and has helped out at District 14 before he ever became a chaplain.

The Chaplaincy is looking for additional women, additional Creole speaking chaplains, and a priest representing Eastern Orthodoxy.

For additional information contact Mr. William Gralnick at 681-4523.

###

Teri

Teri Barbera
Public Information Officer/Division Manager
Media Relations
Office: 561/688-3082
Fax: 561/688-3084
Cell: 561/662-1572
On Call PIO Phone: 561/644-7117



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Sheriff's office looking for more chaplains

By Kit Bradshaw

Posted February 16, 2010 at 1 a.m. , updated February 17, 2010 at 10:32 a.m.

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PHOTO BY KIT BRADSHAW

Palm Beach County Sheriff's Office lead chaplain, Jim Shackelford, is on call at least one week a month, making sure families and sometimes deputies dealing with tragedies, have spiritual help available. Shackelford is hoping to double the number of chaplains and is especially looking for northern Palm Beach County candidates, as well as more rabbis and priests throughout the county.

Jim Shackelford is looking for a few good men ... and women.

The lead chaplain for the Palm Beach County Sheriff's Office is looking for priests, rabbis and ministers to volunteer their time to be chaplains for the sheriff's office.

"Right now, we have 15 chaplains for the 15 districts of the sheriff's office, and I'd like to add 15 more so we have more coverage," Shackelford said.

"We are particularly looking for priests and rabbis who can volunteer their time, and we'd like to see many of these individuals come from northern Palm Beach County."

There are some specific requirements to be a chaplain, including being at least 21 years old, having five years of experience, which could include experience in another state as well as Florida, Shackelford said. And being licensed or ordained and in good standing with credentials from either Bible college or seminary.

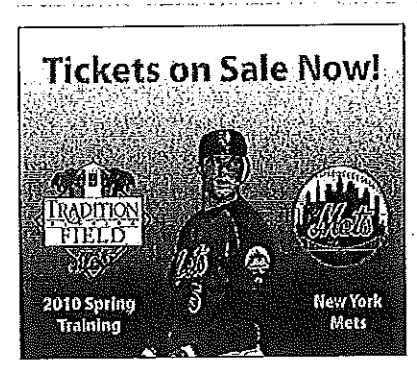
"Each month, the chaplains ride for eight hours with a deputy," he said. "In addition they are on call one week a month, although if there is a problem, they contact me and I'll cover for them for certain hours when they are leading their services."

In addition, the chaplains attend monthly chaplain meetings, and are encouraged to attend the International Conference of Police Chaplains training.



PHOTO BY KIT BRADSHAW

Tom Shackelford, lead chaplain for the Palm Beach County Sheriff's Office, talks with Kristen Kazanjian of Palm Beach Gardens, a law enforcement aide for the Sheriff's Office at District 3 headquarters.



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 Published 2/18/2010 at 8:10 p.m. 18 comments

"We have monthly training meetings where we take the chaplains to the shooting range or provide classes in self-defense. We don't carry guns, however," Shackelford said.

Chaplains have a wide variety of duties, for the public in cases of death notifications, fatal or injury vehicle accidents, drowning or shootings where they comfort the families, and for the sheriff's office employees.

"Last week, a man lost his life and a chaplain had to go to the home to give the death notification. If there is a shooting, we may have to deal with the deputies involved and also go to the family of the person who was shot. After a tragedy, we're there for the deputies, if they want to talk."

There are 3,000 employees in the sheriff's office, and the chaplain could be called upon to help any one of the employees, from the deputies to the office personnel, Shackelford said.

Duties can also include visiting local hospitals, officiating at weddings or teaching classes in marriage.

Shackelford, who lives in Lake Worth, is also a volunteer chaplain for the Palm Beach Gardens Police Department. He is semiretired from Christ Fellowship Church in Palm Beach Gardens.

Being a chaplain for a law enforcement agency comes naturally, he said.

"I was a state trooper in Ohio before getting the call for the ministry," he said, "and my two sons are in law enforcement. Now, I may officiate at the occasional funeral or wedding at the church, but most of the times I volunteer as a chaplain."

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 Forgive me Father for I have sinned. But before I continue...Is abusing my authority a Mortal or Venial sin?
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February 17, 2010 4:59 p.m. **bubba7 writes:**
 The sheriff's office obviously needs all the prayers they can get.
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Currently
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Mostly Cloudy
Wind: NW 4mph

Today
67°
40°

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19	20	21	
FRIDAY	SATURDAY	SUNDAY	MORE
Ice Age Fossil Exhibit Vero Beach Museum of Art			10 a.m.
Thunder on the Beach Powwow Indian River County Fairgrounds			3 p.m.
Jazz Festival Fort Pierce City Marina			6 p.m.
A Buddhist Perspective on Faith Unity Center of Vero Beach			7:30 p.m.
'42nd Street' Riverside Theatre			8 p.m.
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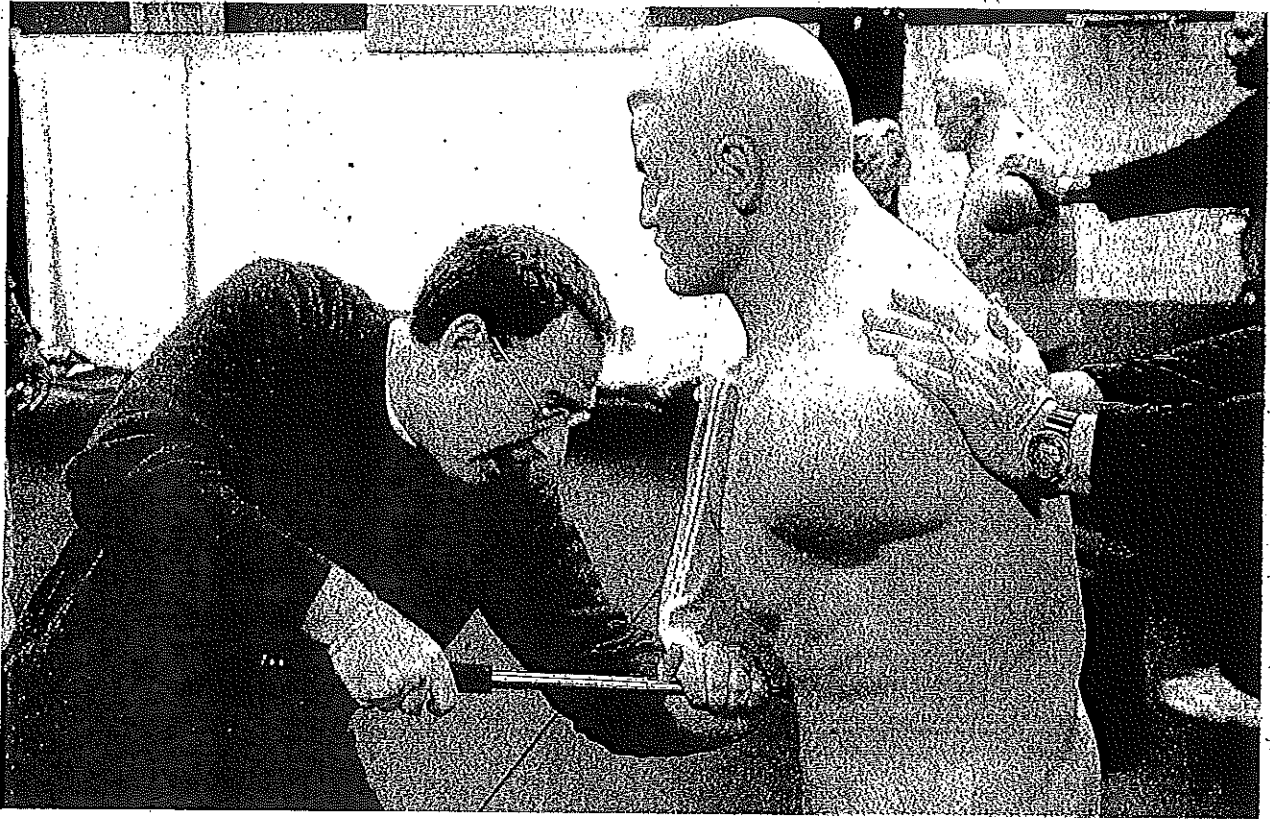
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SHERIFF'S CHAPLAINS TAUGHT SELF-DEFENSE



Scott Fisher correspondent

Rabbi Robert Silvers, a Palm Beach County Sheriff's chaplain, recently trains in self-defense with fellow chaplains. The Sheriff's Office chaplains are on call to go to murder and other crime scenes and need to be able to defend themselves in tight situations.

Program prepares the volunteers in case of emergencies

By Jerome Burd
STAFF WRITER

A rabbi, an Episcopalian priest and a Baptist minister walk into a gym.

No, it's not the beginning of a bad joke. It's a new plan by the Palm Beach County Sheriff's Office to train its volunteer chaplains in self-defense and firearms in case the darker elements of their ministries are upon them.

"Self defense is important," said sheriff's lead chaplain Jim Shackelford, who started the initiative last year. "It's better to know what to do."

Shackelford, a former Ohio state trooper, said it's during the 15 chaplains' required monthly

ride-alongs with deputies that things can get sticky. Chaplains have seen deputies get into scuffles with suspects, Shackelford said, and the question came up: "If I was needed to help a deputy what would I do?"

So Shackelford worked with the Sheriff's Office to make the optional training available. There will be a four-hour training block every quarter, he said.

During the self-defense course, in February, the men and one woman of the cloth suited up in sweats and sneakers and learned how to throw devastating blows and kicks, all under the guidance of Cpl. Garry Schettini.

"They can utilize these strikes when they leave here today," Schettini said. "However, just like every other skill, if they don't practice it over and over, it tends to go away."

He suggested they practice by shadow boxing.

"I don't typically go out and

beat up my parishioners or beat up anybody else," said the Rev. Denise Hudspeth, a priest at the Holy Spirit Episcopal Church. "But because we're in the communities, it's helpful for us to know how to defend ourselves should we need to."

Rabbi Robert Silvers, of Congregation B'nai Israel in Boca Raton, was glad to receive the training, even though it is counterintuitive.

"The most odd was doing firearm training," Silvers said. "To have a gun in my hand and shoot it at a target. The last thing I want to do is take a life."

Broward Sheriff's Office chaplains do not receive self-defense training.

"That's not relevant to what we do," lead chaplain Rick Braswell said. "There's never been a [self-defense] issue here."

Palm Beach County chaplains,

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Jim
Shackelford,
the Sheriff's
Office lead
chaplain

Chaplains can respond to emergency situations

who are unarmed, respond to emergency situations to comfort victims and deputies who need someone to talk to. Because they're already ordained, they can officiate over weddings, funerals, baptisms and dedications.

Sheriff's Maj. Tony Araujo said the chaplains come as a great help during death notifications because after the bad news is left with a family member, they may have no one else to talk to.

"There's nothing worse than to make a notification and leave that person there," Araujo said.

The chaplains stay behind and comfort family members.

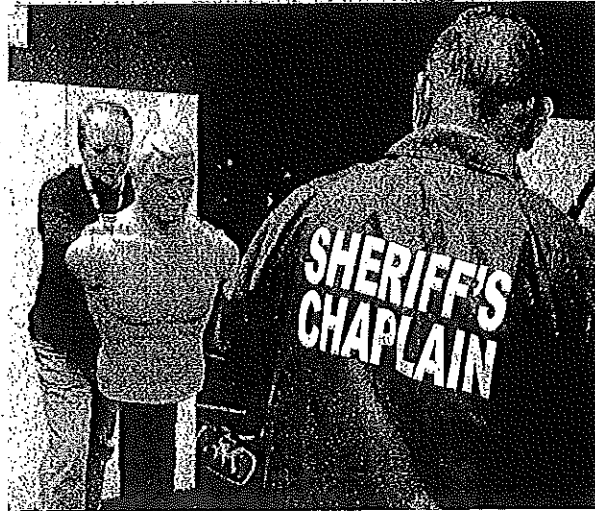
Hudspeth was one of the chaplains who comforted the Rev. Patricia Wallace when her son, Deputy Jonathan Wallace, was killed in the line of duty.

Deputies Wallace and Donta Manuel died Nov. 28, 2007, when a fellow officer struck them during a car pursuit.

"My motto is: Listen, listen, listen, love," Hudspeth said. "And that's the best I can offer."

Palm Beach County chaplains are trained for their volunteer service through the International Conference of Police Chaplains in Destin. Chuck Lorrain, its executive director, said it's a unique calling and chaplains have to be ready to see the darker side of humanity, not just hear about it.

"Chaplains can work the pulpit but not all pulpit ministers can do what police chaplains do," Lorrain said. "You're out in the mud, the blood and



Scott Fisher, correspondent photos

Palm Beach County Sheriff's chaplain Bill Keith, back to camera, trains in self-defense. The chaplains must go on monthly ride-alongs and sometimes the situations get sticky.



Cpl. Garry Schettini, a Palm Beach County Sheriff's deputy, trains chaplains in self-defense techniques at a facility on Gun Club Road near West Palm Beach.

beer, so to speak, and a lot of people can't deal with it."

It's also a different type of spiritual service.

"You're not there to preach and proselytize," Lorrain said. "You're there to balance off the officers and to be a comfort to people and serve people."

Hudspeth took a break from punches, strikes, kicks and shouts to talk about why she enjoys being a chaplain: "I'm a presence of God, a presence of peace and serenity."

Jerome Burdi can be reached at jburdi@SunSentinel.com or 561-243-6531.

Local

PERSO SEEKING RABBI AND IMAM

The Sheriff's Office wants to add a second imam and a fifth rabbi to its chaplaincy.

The unit now has four rabbis, four Catholic priests, one imam and a range of American Protestants among its 25 chaplains, said Bill Galnick, the chaplaincy unit manager. A fifth rabbi recently resigned. The volunteer chaplains respond to emergency situations to comfort victims and deputies who need someone to talk to.

All chaplains carry manuals with prayers from various faiths. But if called upon in a traumatic situation where a death may have occurred, Galnick said, it's better to provide a chaplain who can immediately identify with the victims or deputies involved.

"The real attraction to this is its pure ministry," Galnick said. "You are going out to use your skills, training and beliefs on behalf of somebody who needs you."

For more information on the chaplaincy unit, call 561-681-4523.



Inside

What's new, pussycat? 3 cubs

The Palm Beach Zoo has three new tigers and an immeasurable amount of new cuteness. 3B

—Jerome Burd

RELIGION

DAVID A. SCHWARZ
D.A.SCHWARZ@TRIBUNE.COM

Jewish chaplains serve beside sheriff's deputies

Twice every month, Rabbi Robert Silvers puts on a khaki polo shirt, black cargo pants and a bulletproof vest and rides with deputies from the Palm Beach County Sheriff's Office.

Silvers, 57 and a rabbi at Congregation B'nai Israel in Boca Raton, has been a volunteer sheriff's chaplain for the District 6 station on U.S. 441 in West Boca Raton for three years.

"For me, it's a delight to do this," he said. "We encourage congregants to get involved in the community and do *tikkun olam*."

Silvers said the chaplains often work with peo-

ple of different faiths. He remembers counseling a Catholic family at a hospital after their 20-year-old son died and he has given dying patients "last rites."

The chaplains carry a booklet that contains "prayers of comfort, consolation and end-of-life," Silvers said.

Until about 15 months ago, Silvers was the lone rabbi, said William Gralnick, chaplaincy unit manager. Now there are three others, and Gralnick soon will select a fifth Jewish chaplain — either a rabbi or a cantor — from applicants for the position. "One of the strongest applicants is an Orthodox rabbi," he said.

"The secret of chaplaincy is relationships," Gralnick said. "We want them to be seen as more than a friendly face and, hopefully, as part of the family."

Sheriff's chaplains "ride-along" with deputies in an assigned district and attend roll-calls and sergeant meetings. They accompany a deputy to deliver death notices or perform that task alone. Chaplains also do lifecycle events or invocations and benedictions at Sheriff's Office functions.

They are "on-call" in their assigned district or as a backup in the northern or southern parts of the county, Gralnick said.

Rabbi Randall Konigsburg, of Temple Emeth in Delray Beach, is in his second year as a volunteer chaplain at the District 4 station on South Congress Avenue in Delray Beach.

Konigsburg, 55, who lives in Delray Beach, said he saw the chaplaincy as "a chance to be of help" and a way to get to know the people who are protecting his community. "Law enforcement doesn't get the respect in the community it deserves," he said.

He said he visited a jail and met the sheriff's staff that operates it. "It was all foreign to me," Konigsburg said.

During a police call to

an automobile accident on Atlantic Avenue, Konigsburg comforted a young woman who was involved in an accident with an elderly couple.

On another call, he ministered to a couple who found a friend staying with them dead in the living room.

"These are just people in need," Konigsburg said. Often he has found himself talking privately with the officers, "sometimes to get things sorted out," Konigsburg said.

"They were just grateful to talk to a clergy person."

Sheriff's chaplains attend a monthly meeting and have major training every three months. "The

last was on domestic violence," Konigsburg said. They are allowed to take training classes that the deputies take, including firearms training.

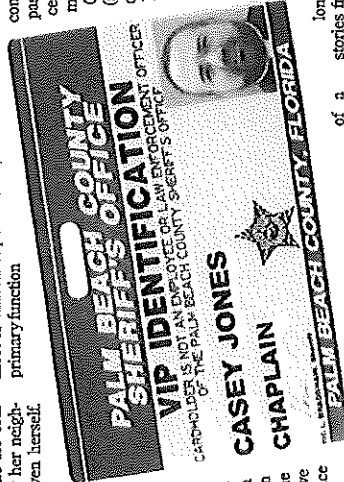
Konigsburg said his wife "raised an eyebrow" when he told her that he wanted to be a sheriff's chaplain and ride-along with the deputies.

"We stay out of their way when an officer is in a dangerous situation," he said. "They don't have to worry about me in addition to the other things that are going on around them."

THE LIFE OF A SHERIFF CHAPLAIN

By Rev. Mr. Casey Jones - IV *Theology (Venice)*

I held the sobbing man up as he wept on my shoulder. Upon hearing the news that his daughter was safe, he reached to embrace me and literally fell into my arms. It was an odd situation, in which the average grad student would not find himself involved, yet there I stood. This man's distraught twenty-four year-old daughter had been held up in her home for four hours with a rifle, threatening her neighbors, sheriff's deputies and even herself. Finally, with the helicopter firing overhead, the SWAT team and Bomb Squad standing by, and over a dozen other deputies and supervisors on scene, the lead deputy confirms what I heard over the radio with a nod. "They've got her." I told him, and he collapsed, sobbing into my arms. It's not an average day for anyone, even in a pastoral ministry, but this is one of the many encounters I have had in my unique role as a Police Chaplain.



Every Friday after a good afternoon nap and cup of coffee, I don a ballistic vest and a Roman collar, slip my I.D. to my pocket, get into my car and prepare myself for whatever encounters I may face as I minister to the men and women of the Palm Beach County Sheriff's Office on my weekly ride-along.

What does a police chaplain do? Primarily, it is our job to minister to the men and women of law enforcement. Everyday a law enforcement officer encounters evil that the average citizen would never face. Death, murder, suicide, injury, robbery, and other events too graphic or terrible to mention, regularly seize a law enforcement officer in the face. As you can imagine, facing such things daily is a heavy burden, which is often met with disrespect, contempt and suspicion from the general public. The chaplain is there to help the officer and other law enforcement personnel bear this burden through companionship, understanding and spiritual support. Above a police chaplaincy internship program de-

signed by Mr. Bill Grawlnik, who oversees chaplaincy at Palm Beach County Sheriff's Office, Mr. Grawlnik provides us with weekly classes that address issues a chaplain may face in his field; this supplements our ride-along experiences. However, for me, this ministry is optional. I also have the privilege of ministering at Ascension Parish in Boca Raton in my role as Deacon every weekend as my primary pastoral placement. I asked and received this secondary placement on my own volition.

Growing up, my big brother was (and still is) a law enforcement officer and I have always enjoyed hearing his stories and found his work very interesting. It appealed to me so much that I spent most of my high school years as a Police Explorer, (a sort of law enforcement cadet) with two different agencies in Ft. Myers, where I grew up. Also, my pastor, Fr. Charlie Sullivan was a long-time police chaplain. Through stories from my pastor, my brother, other family members and close friends in the



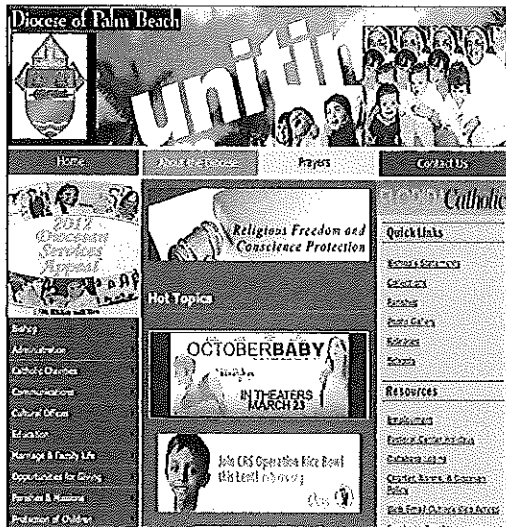
field, along with my own experiences as a law enforcement cadet and a security officer in the private sector, I have come to recognize the need for this ministry and the joy and excitement found therein. For a while, it has been my hope to volunteer as a police chaplain after my return to my Diocese of Venice and my anticipated ordination to the priesthood this summer. So, naturally, when I heard that the seminary was offering this opportunity, I wanted to be part of it.



Being with these extraordinary law enforcement professionals as they face their daily routines and challenges is my privilege. It is my hope to provide them with a listening ear, words of support and a prayer or blessing if they so desire, as well as the opportunity to share my own story with them. There is a certain bond that takes place when accompanying someone in a crisis that is hard to describe. It is my hope that my presence gives them some hope and comfort as they encounter circum-

stances. As one preparing for priesthood, it is always a blessing to be able to step away from the structured, academic environment of the seminary and see and fulfill the need for ministry out there in the "real world." I ride alongside the men and women who wear a badge and carry a gun, and in the midst of this, I witness to the love and mercy of a benevolent God, and the hope that Christ brings to a desperate and hurting world. It doesn't get more real than this.





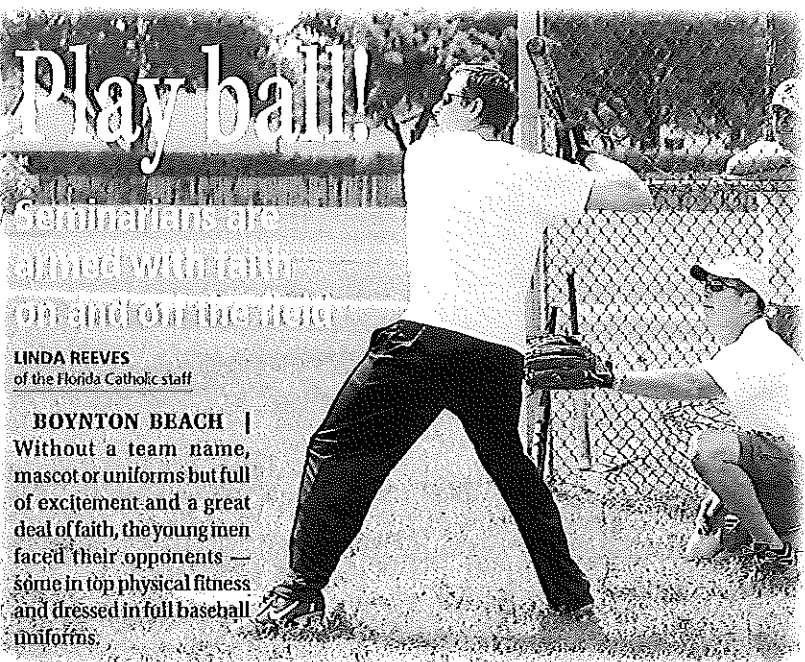
Diocese revamps website to better inform Catholics

PALM BEACH GARDENS | Last month, the Diocese of Palm Beach revamped the diocese's official website, www.diocesepb.org, with a goal in mind: to keep Catholics better informed about the U.S. Health and Human Services mandate.

The home page includes a new icon at the top of the page with a Bible and courtroom hammer. Click on the image titled "Religious Freedom and

Conscience Protection," and statements on Catholic issues, latest news, Information and links for additional information appear. Statements from Bishop Gerald M. Barbarito and other U.S. bishops can be found.

The page also provides links to the Florida Catholic Conference and the U.S. Conference of Catholic Bishops. Statements are in English and Spanish.



Play ball!

Seminarians are armed with faith on and off the field

LINDA REEVES
of the Florida Catholic staff

BOYNTON BEACH | Without a team name, mascot or uniforms but full of excitement and a great deal of faith, the young men faced their opponents — some in top physical fitness and dressed in full baseball uniforms.

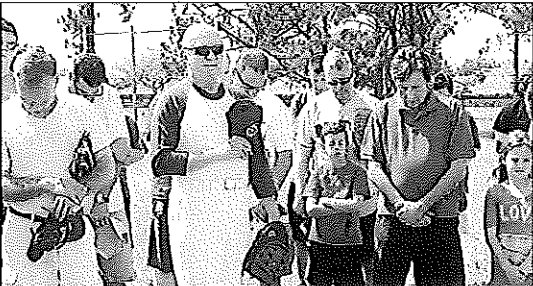
It was the first-ever St. Vincent de Paul Regional Seminary baseball challenge March 11 on the grounds of the seminary in Boynton Beach. The seminarians challenged law enforcement officers of the Palm Beach County Sheriff's Office to a ballgame, and family members, faculty, priests and chaplains were on hand to join in on the fun.

"We wanted to share the seminary with the community," said Elvis Gonzalez, a seminarian of the Archdiocese of Miami, who kicked off the day by gathering all in a circle and leading everyone in prayer. "We wanted to do something together with the officers and their families."

"This event is a way of continuing to reach out to the community and strengthen relationships with the ... Sheriff's Office," said Benjamin Lehnertz, a seminarian of the Diocese of Orlando, who helped organize the day that started off with prayer and included games for the children, food and tours of facilities.

"Currently, we send some of our men out on regular ride-alongs as chaplains and have others working alongside the deputies in the detention centers around the area in order to minister to the incarcerated," said Lehnertz about the seminarians participating in the school's pastoral internship and chaplaincy program. "We want to show our support for those who help provide the safety and security of the Palm Beach community."

The seminarians rotate through a carefully selected and assigned group of pastoral internships throughout the five-county Palm Beach Diocese. The programs connect the men to nonprofits, not-for-profit agencies, charities, schools,



At top, Benjamin Lehnertz, a seminarian for the Diocese of Orlando, is at bat during a baseball game March 11 at St. Vincent de Paul Regional Seminary in Boynton Beach. Above, law enforcement officers of the Palm Beach County Sheriff's Office and their family members and chaplains join seminarians in prayer. The officers were invited to the seminary for a family day and baseball game. (PHOTOS BY LINDA REEVES | FC)

hospitals and addiction centers, giving the men hands-on experience and on-site supervision.

Mark Gobeo, a seminarian of the Palm Beach Diocese, said it was a "neat experience" to work with deputies on patrol and minister to families and individuals in crisis.

"I just listen to them and I let them speak," Gobeo said. "I think the approach is to let them tell you what they are feeling and what they are going through. The officers are great. I listen to them too. It is amazing how they open up."

Father Louis Guern, dean of pastoral formation/field education at the seminary, was on hand for the baseball game. He said the seminary's internship program challenges the young men and better prepares them for the priesthood.

William Gralnack, manager of the county Sheriff's Office chaplaincy unit, is pleased with the seminarian program and praised the four priests who currently serve

as chaplains for the office, along with 22 other chaplains from other faiths. Chaplains include Father Joseph Papes, pastor of Sacred Heart in Lake Worth; Father Andrew Brinerley, parochial vicar of Holy Name of Jesus in West Palm Beach; Passionist Father Paul Wierichs of Our Lady of Florida Spiritual Center in North Palm Beach; and Father Michael Parrotta, in residence at St. Rita Parish in Wellington. He said it is important to have priests available, "especially if someone is in need of last rites."

"We train the seminarians to be police chaplains," Gralnack said. "They meet with me every week. The officers love the students and the students love the officers."

As it turns out, as well matched as the seminarians are with the officers out on patrol, the officers were no match for the young men on the seminary baseball field. The St. Vincent de Paul baseball players won the game 13-5. ■

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