



"CPCA/ACAP"

Canadian Police Chaplain Association  
Association Canadienne Des Aumôniers De Police

Spring/  
Le Printemps  
2019

## THE CHAPLAINS CHAIN NEWSLETTER LE LIEN DES AUMÔNIERS LA NOUVELLE



Chaplain Michael Rolph

### From the President's Desk

Greetings, CPCA Chaplains!

Earlier this year, I was asked to travel to a community at some distance from my own where the local RCMP detachment had suffered what we might define as a catastrophic incident. A child of one of the members had died in a horrific traffic collision. Both parents are members of the RCMP and serve at this detachment. Their children had come to be well known to every officer and support staff person there because they were often in the office either before or after school. At that point there was no chaplain appointed for that detachment, so I was asked to go as quickly as possible and, as it turned out, stay in the community for a few days. I arrived late in the evening and it was already clear that this was a family event. It was also a community event.

Over the space of six days I met almost every member of the staff and many of their spouses, too. For each one it became obvious, as might be expected, that faith meant different things to different people, but they were drawn together by a common grief. They wanted to have a chaplain there with them. I was there as a faith bearer, but my role was not to communicate faith. I am a chaplain and as such I was there to be a supportive listener when individuals needed to put words to what they were feeling. My training for ministry included preparation for a ministry of presence and that is what was called for at that time. That's all I had to offer as I met with people in their homes, at the debriefing, and at the funeral.

In a video presentation on the role of a police chaplain presented at the  
(Please see President's Desk →page 2)



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### Special point of interest

2019 CPCA dues can now be paid by sending an e-transfer to John Tyrrell at [frjohntyrrell@hotmail.com](mailto:frjohntyrrell@hotmail.com) or by cheque sent to **Brian Krushel at 2803-55th Street, Camrose, AB, T4V 4A3**  
Membership is \$90 after March 31

### (→ page 1 President's Letter)

International Conference of Police Chaplains, the instructor said that "You're going to be dealing in a non-denominational setting. These won't be just non-denominational but also multi-faith, agnostic and atheist settings." That is the reality for police chaplains today and it was certainly the reality that I encountered in that small-town police detachment. The first member that asked to speak with me there was a faithful person but not of the Christian faith.

On our website, but not in our constitution, our Association is described as "an ecumenical, interfaith organization that trains and supports police chaplains as they serve law enforcement services throughout Canada." Over the past two months, two of our members have questioned the use of the term "ecumenical" and have even suggested that we should not use it. They have also suggested that "multi-faith" should take the place of "interfaith." Now that I've had time to think about it, I have come to believe that we should continue to use both existing adjectives because I believe they speak to reality.

### Ecumenical

Historically chaplaincy was a Christian ministry. In the earliest days of our Association the membership was entirely Christian although the members were drawn from a variety of Christian denominations. This is still true of the Christians who are current members and I have to say that my denominational tradition is quite different from that of others but when we meet as the CPCA I am accepted as an equal by sisters and brothers of other denominations. We may worship in different ways and our churches may disagree doctrinally but in police chaplaincy we are engaged under a common purpose. The term "ecumenical" is used to define groups that gather as equals in this way.

### Interfaith

This too is a term that I believe speaks to our reality. Over the years we have enjoyed having members from various faith traditions other than Christian. Representatives of Judaism, Hinduism, Humanism and Muslim faith have enriched our time together. It is true that our membership is "multifaith", but I prefer the term "interfaith" because that speaks to me of mutual respect and interaction. We are not grouped according to our faith when we meet. We come together always with a common purpose. We are trainers and colleagues of chaplains of all faith traditions, people who by our Constitution have been endorsed for this ministry by a "recognized religious body."

### We are one!

When I go through the door to register for the Annual Training Seminar in October I will not be "Christian Chaplain Rolph," but simply "Chaplain Rolph." We will all arrive and be introduced with the same title because we have a single purpose. My faith tradition may become obvious as we meet but it does not define me for purposes of membership in our Association. This is important to me.

I am looking forward once again to this year's ATS in Halifax/Dartmouth when we will meet as equals with experiences to share from our common work in support of police officers, their families and associates. That's what it's all about. I wish you a happy spring with warm temperatures and flowers in place of snow and ice.

Stay safe.

*Michael*

Chaplain Michael Rolph  
President  
mjr47@shaw.ca



The **Canadian Police Chaplains Association (CPCA) Annual Training Seminar** will be held in Halifax, NS from Monday, October 21-Friday, October 25. This year's theme is "WALKING THE LINE — PARTNERS IN SERVICE." Chaplain Roxzena Hayden, the CPCA ATS Liaison, and the local planning committee, have been hard at work since our last ATS to ensure that this year's event will offer high quality training, opportunities to network with police chaplains from across Canada, and a cultural experience highlighting Nova Scotian hospitality. Registration and hotel reservations are available through Eventbrite on our CPCA website. Register and check for more details at:

**<http://www.canadianpolicechaplains.com/annual-training-seminar>**.

## Getting to Know Our CPCA Executive:

### Chaplain John Tyrrell, Secretary-Treasurer



The Very Rev. John Tyrrell, CD, is an Anglican priest and the retired Dean of the Cathedral Church of St. Paul in Nicosia, Cyprus. Prior to that he served as Archdeacon of the Klondike in Dawson City, Yukon in the Diocese of the Yukon, which he joined in 1991.

John trained at Nashotah House Seminary in Wisconsin and the College of Emmanuel and St. Chad, Saskatoon. Prior to that he was a high school teacher and Principal in Vancouver and Abbotsford and before and during that he served in the Naval Reserve retiring as a Lieutenant-Commander, not as a padre, but as a Maritime Surface Officer (he drove ships!).

While in the Yukon, he kept up his passion for First Aid and instructed for Red Cross, St. John Ambulance, and the Workers Compensation Board of BC. He was trained by the Paramedic Academy of BC as a paramedic (EMA1) and by Alberta as an EMT-A.

In 1999 members of the "M" Division RCMP, Yukon, came to him and asked if he would serve as Divisional Chaplain which he did until 2009 when he went over-

seas to Cyprus. During that time, he attended ATS's in St. John's, Nfld, Orillia, ON, and BC at the Regional Training Centre in Sardis near Chilliwack. Upon returning to Canada in 2014, "K" Divisional chaplain Bob Harper asked him to take on chaplaincy for Barrhead and Westlock detachments. He was also a Presiding Justice of the Peace in and for the Yukon Territory from 2000 until 2015.

John's wife, Carol, is an ordained vocational Deacon of the Anglican Church and a long time Registered Nurse (52 years active nursing) who has done a number of overseas medical missions and has worked in Nunavut for the past 10 years on short-term contracts as Home Care supervisor and Tuberculosis control nurse.

John is honoured to be able to serve CPCA as the secretary-treasurer, a job he has done for a number of organisations over the years in BC and the Yukon. He currently sits on a number of boards and is the Chairman of the Cache Park Bat and Bird Conservancy in Jarvie, Alberta, and is President of the Jarvie Community Council. John is a Rotarian and currently serves as Club Secretary.

**2019 CPCA Dues: \$90 after March 31 (when prior to March 31 dues are \$75).**

**Frais 'adhésion: 90\$/personne (après le 31 Mars ), 75\$ / personne (si payé avant le 31 Mars)**

There are two options for making payments:

1. E-transfer the money to our CPCA Secretary/Treasurer John Tyrrell at [frjohntyrrell@hotmail.com](mailto:frjohntyrrell@hotmail.com)

2. Or send a cheque to Canadian Police Chaplain Association  
c/o Brian Krushel, Registrar  
2803 – 55th Street  
Camrose, Alberta  
T4V 4A3

If you require an invoice to submit to your agency, or a receipt for payment, please check your email from Brian Krushel at [regcpcaistrar@gmail.com](mailto:regcpcaistrar@gmail.com) requesting payment, or contact Brian directly.  
Thank you for your support of the CPCA!

## Chaplain....not something you do. *It is who you are.*

By Chaplain Miriam Möllering, Calgary Police Service



Chaplain Miriam preparing to ride on HAWCS (the CPS helicopter unit)

To serve and support our law enforcement, sworn and civilian, is a privilege. We are ordinary people who take our individual skill sets, giftings, professional training and our life experiences and become a visible presence, a listening ear and a source of comfort and encouragement.

Our model of Chaplaincy is ever evolving.

We are part of the Calgary Police Service Health, Safety and Wellness Section. CPS Chaplaincy is a reflection and extension of the core values of our service, providing specialized emotional, mental (non-clinical) and spiritual support to all CPS employees and their families.

We collaborate and resource with Peer Support and Psychological Services depending on the individual needs and 'asks' of members. The success of any organization depends on the vision of a Team not focused on being territorial but rather focused on how we can best leave people better than we found them. **TEAM (Together Everyone Achieves More).**

Presently we have 14 active volunteer Chaplains. The Lead Chaplain (volunteer) serves as a support and liaison between the Chaplains and the Wellness Coordinator. All Chaplains have full access to the Wellness Coordinator. The Lead Chaplain, under the direction of the Wellness Coordinator (civilian) coordinates with the office of the RSM (Regimental Sergeant Major) for all Ceremonial functions, funerals and memorial services and graduations of new recruits. Chaplains are invited to attend, and in some circumstances, participate in these events.

Chaplains are responsive to the needs of all employees by being present in a variety of situations i.e. district offices, headquarters, meetings, parades

(sworn pre shift meetings), ride alongs with sworn officers. This helps foster a safe environment for one-on-one conversations with employees on a variety of topics from life transitions, and personal, emotional, relational and spiritual challenges, marriage & family counselling, to on-scene support when requested.

The Lead Chaplain role is more of a functional role than positional--that is, to assist the Wellness Coordinator with administrative details ensuring information is communicated to all Chaplains in a timely manner. Some examples are to assist in arranging training days, orientation, monthly stats, Chaplain meetings, communicating high level events and coordinating Chaplain response or 'stand down'. These are done under the command of the Wellness Coordinator.

Our Chaplains come with a diversity of training and life skills. We are multifaith and inclusive, providing a safe and accepting environment for all regardless of their beliefs, ideologies, gender, spirituality and those with no particular faith.

For example, we have a Chaplain with a doctorate in IT so he is assigned to our IT Unit. He understands their unique culture and the stresses of maintaining our Police technology. As we know, this aspect of communication is critical; and caring for the tech team is also critical. They too have personal issues as well as work related concerns and need someone safe to speak with. Another Chaplain, the son of a minister, but who came out of the drug culture and had his own life transformation, is now a social worker. He is also a mentor to many who seek freedom from addiction; he is an awesome Chaplain who 'gets it' when it comes to the realities of life.

Our model of Chaplaincy has a dedicated emphasis on ongoing training. All our Chaplains are required to take the R2MR (Road 2 Mental Readiness) course, FOIP (Freedom of Information and Protection), LODD (Line of Duty Death) training and Respect in the Workplace course. Other strategic courses include: Resiliency; Mindful Awareness based on the **(Please see It Is Who You Are →page 5)**



(→ page 4 It is who you are)

SCARF model; Suicide Awareness and Prevention; De-Escalation; Skills Training (basic only). We are grateful that Calgary Police Services provide these courses.

Chaplains are making an impact because it is *who we are* and not just what we do. We are diverse. We are authentic. We are inclusive. We do not come with any agenda other than to be a visible presence, a listening ear, an understanding, confidential and caring entity; and to walk alongside any member providing empathy, help and hope without judgement. We are here to serve not because we have to but because we want to.

***Diversity in beliefs. Unity in purpose. Inclusive in engagement. A holistic model of care.***

*Chaplain Miriam Möllering, Ph.D., is the Lead Chaplain with the Calgary Police Service. She is currently researching Best Practices through such tools as a Survey for Chaplains for Law Enforcement Agencies which was distributed to CPCA members through our CPCA Registrar. She will be presenting her findings at the ATS in Halifax in October 2019.*



Chaplain Miriam attending a recent New Recruit Graduation Ceremony

## The Lighter Side

- |   |  |
|---|--|
| Q. What do you call an alligator in a vest?                   | A. An investigator.                      |
| Q. Why did the burglar wear blue gloves?                      | A. So he wouldn't get caught red-handed. |
| Q. On which show do detectives solve crimes by garden gnomes? | A. Lawn Order                            |
| Q. Who is the most famous lawn detective?                     | A. Sherlock Gnomes                       |

Are you a police chaplain who is interested in writing curriculum for training police chaplains? Gary Screaton Page, Chaplain Coordinator with the Niagara Regional Police Service, is looking for contributors to work with an existing template to produce modules on a variety of topics including Ethics, Responding to Crisis, CISD & PTSD, and the Police Member Family. For more information, please contact Dr. Gary at [drgary@cogeco.ca](mailto:drgary@cogeco.ca). Watch for more details about the NRPS, the hosts of the 2020 CPCA ATS, and the curriculum project in an upcoming newsletter article.

## The Chaplain and the Moving Radar Charge

By Chaplain Charlie Massey

The story I am about to relate involves a lawyer whose tricks backfired on her and as result on her client. It occurred just after moving radar came into use. This was a new piece of kit which, unlike other radars in use up to that time, gave a bit of an edge to the cop.

Instead of having to sit on the side of the road in plain view, one could casually drive along the highway with the radar facing out the windshield of the patrol car. As the officer drove along, this moving radar would give you a readout of the speed of the patrol car in one screen and the speed of those either approaching you or going away from you on another screen. It worked quite effectively. It was also a surprise to a lot of southbound drivers who got caught by a northbound cruiser.

I was riding along with this new radar, accompanying an officer who was intent on making good use of it. We had the alarm set to go off at 10 MPH over the speed limit. That may sound cheap today, but it is 16 kilometres over the limit. When a vehicle approached over that speed the radar would automatically lock the reading onto the screen. The practice was to press the release button to get a second reading just to be sure. The alarm went again and the same reading

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*“the vehicle approaching us was almost 40 miles per hour over the speed limit.”*

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showed up on the screen indicating that the vehicle approaching us was almost 40 miles per hour over the speed limit. We turned around, stopped the car, charged the gentleman with speeding contrary to section 82.16 of the Highway Traffic Act and gave him a court date if he so wished to contest the ticket.

We had quite a conversation with the fellow. We showed him how the radar worked, how it was tested to be sure it was working properly, readings of our speed and his speed when he was clocked. He was kind of baffled, a little confused, but appeared to be duly impressed. After he had time to think, however, I



guess he had a slight change of mind about being impressed. Not only was there a hefty fine for the speed he was doing, but there was also a substantial loss of points. For a lot of people the loss of points is more of a problem than the monetary penalty. This was his situation and so he disputed the charge.

The day of court arrived. The accused, the constable and I were there. As was my usual practice, I

had taken notes at the time of the infraction just in case it came to court. I had reviewed the facts of the case and thought I was prepared for any questioning. I was prepared for the crown's interrogation, but not for the questions from the defence. Fortunately the questions that were forthcoming were ones for which I did indeed have the answers.

Our turn on the docket finally came around. As with many cases there was a request for the exclusion of witnesses. This is so that one cannot be swayed by the evidence of another. I left the court room. The constable gave his evidence, and was cross examined by the defence.

I was then called to take the witness box. I was surprised by two things when I walked into the court room. First was a lady lawyer representing the defence. I wondered where she had come from, because there were no female lawyers in any of the towns around the area. It turned out that she was a brand new, never been used, new to the job lawyer, who had just been called to the bar in recent weeks. She worked for a firm about two towns down the road.

The second thing that surprised me was the lack of a defendant at the defence's table. I looked around the court and saw him sitting in the back corner. The defence or the crown would be asking me if I could positively identify the accused. I knew I would have to point him out in the court room. That happened and I picked him out quite quickly.

I was in court wearing a full uniform as a police chaplain and that included the wearing of a clerical collar. There could be no doubt as to what my function was. **(Please see Chaplain and Radar Charge →page 7)**

## The Chaplain and the Radar Charge

### (→ page 6 The Chaplain and the Moving Radar Charge)

I gave my evidence. The crown asked me several questions. When he finished the judge asked the defence if they wished to cross examine. There was a very short, sharp "Yes, I certainly do!" from the young lady lawyer. She was definitely out to destroy the evidence which I had just given. If she couldn't do that she was going to try to destroy my credibility as a witness.

The questioning went something like this:

**Lawyer:** Inspector Massey, how long have you been with the police department?

**Me:** (I told her how long it had been.)

**Her:** Inspector Massey, How much training have you had on radar?

**Me:** The same training as every other police officer with whom I ride, ma'am.

**Her:** Inspector Massey, Can you describe the set for me?

**Me:** (I did so.)

**Her:** Inspector Massey, would you draw the radar set for me?

She then handed me a piece of paper and a pencil and asked me to draw the set... the front, the back,

*"Up to this point she has been calling me **Inspector Massey**."*

the wires, the dials, the whole works. I did so. Since she couldn't discredit me, or my evidence in regards to the radar, she decided to change tack.

Up to this point she has been calling me **Inspector Massey**. She was putting an emphasis on the word "inspector". I figured she was doing that to impress us all with the fact that she recognized my rank. That

was not the case. All of a sudden she starts calling me **Reverend** Massey., emphasis placed on the word "reverend".

The questioning continues:

**Her:** Reverend Massey, tell me, do you spend more time in the pulpit or in more time in the police car in the course of a year?

**Me:** Do you mean the time I physically stand in a pulpit, or do you mean the time I spend on my pastoral ministry?

**Her:** (A little flustered) Just answer the question as was put!

**Me:** Last year I spent about 40 hours physically standing in a pulpit, and I logged about 1200 hours in a police car.

**Her:** (Rather dejected, very quietly, under her breath, with a face that had suddenly turned white, she said, on the way down into her chair) Oh, no further questions. Grabbing the edge of the table, she hesitatingly sat down.

During the cross examination, the judge could see exactly where things were going. He never interrupted, although he did seem to be having a little trouble to keep from bursting out into laughter. The accused was convicted, given a heavy fine and lost a bundle of points. I dare say the young lawyer learned a good lesson, too.



*Rev. Dr. Charles Massey, CD is an Anglican priest with wide-ranging experience as a police chaplain. He offers his anecdotes for our benefit and amusement.*



Canadian Police Chaplain Association  
Association Canadienne Des Aumôniers De Police

Are you interested in knowing more about the Canadian Police Chaplain Association? Our website provides information on Membership, Resources, our history, our Constitution, Basic Certification Requirements, previously published Newsletters, latest updates on the 2019 Annual Training Seminar in Halifax, and much more! Check us out at <http://canadianpolicechaplains.com/>

## Halifax, NS to Host 2019 CPCA Annual Training Seminar October 21-25



“WALKING THE LINE  
— PARTNERS IN  
SERVICE”

### Registration Fees:

Early Bird: \$400.00 + fee 25.36 = \$425.36

CPCA Member: \$400.00 + 25.36 = \$425.36

Non Member \$500.00 + 31.45 = \$531.45

Late Registration ( After September 22) \$500.00 + 31.45 = \$531.45

Register online at <http://www.canadianpolicechaplains.com/annual-training-seminar>

### Accommodations:

#### Hotel:

DoubleTree by Hilton (Hotel rooms are available until September 22 or until group block is sold out at \$149.00 per person per day.)

101 Wyse Road, Dartmouth

NS, B3A 1L9

902-463-1100 (p)

Our direct HiltonLink is: <http://doubletree.hilton.com/en/dt/groups/personalized/Y/YHZHDDT-CPO-20191021/index.jhtml>. Link is also available when you register online.

### Meals:

Breakfast and Dinner are on your own. Breaks, lunches and Banquet are included in registration. Please note any dietary restrictions when you register.

### Arrival and Departures:

Please make sure your flight arrival and departure times (hopefully after memorial service on Friday) are submitted for pick up and drop off at Stanfield International Airport Halifax.

Any questions about the Annual Training Seminar should be addressed to Father Andrew Rembarczyk at [arembarczyk@gmail.com](mailto:arembarczyk@gmail.com).



## Schedule Confirmed for 2019 ATS in Halifax, NS

### Canadian Police Chaplain Association Annual Training Schedule Halifax, Nova Scotia – October 21-25, 2019 “WALKING THE LINE – PARTNERS IN SERVICE”

Time	Monday Date	Tuesday Date	Wednesday Date	Thursday Date	Friday Date
Host of the day (A Member of the Executive)		EXEC member: NAME	EXEC member: NAME	EXEC member: NAME	Hosting Unit
0700		BREAKFAST	BREAKFAST	BREAKFAST	BREAKFAST
0800 -0830	Executive meeting with ATS Planning Committee	Morning Reflection	Tour Peggy's Cove and Swiss Air monument site. (Transportation for entire group)	Morning Reflection	0900- Memorial Service
0830 – 1000		Dr. Robert Douglas (The National Police Suicide Foundation) = everyone all day		Response to Crisis      Resiliency for First Responders	
1000 – 1015	CPCA Executive meeting	BREAK		BREAK	
1015 – 1200		Dr. Bob - continued		Officer Injury / Death      Swiss Air lessons-A Chaplain's view	
1200 – 1300	LUNCH	LUNCH	LUNCH	LUNCH	Homeward
1300 - 1430	REGISTRATION	Dr. Bob - continued	Ecumenical /Interfaith      Liability and confidentiality	The Chaplain's Role - A Police Officer's Perspective	
1430 - 1445		BREAK	BREAK	BREAK	
1430 - 1700		Dr. Bob - continued	Ceremonies / Event / Funerals / With Parade Drill	Annual General Meeting	
1700	DINNER (ON OWN)	DINNER (ON OWN)	DINNER (ON OWN)	BREAK	
1800 – 2100 (Debrief 1900-2030)	Meet & Greet 1830-1930 Keynote Address 1945-2100	Event at training facility.	Ride Alongs / Chaplain debrief / free time	BANQUET	

### Annual Training Session FAQ's

Q. What is the dress code for the ATS?

A. Participants are requested to wear smart casual or business casual for the week with a full dress uniform required for the Thursday evening banquet and Friday morning memorial service.

Q. Is there a refund policy for registrations?

A. Refunds are provided up to 30 days before the event.

Q. Is transportation available to and from the airport?

A. Yes, you will be asked to provide your itinerary so arrangements can be made.

Q. Will there be time for some sightseeing?

A. The schedule includes a group trip to scenic Peggy's Cove and Thursday evening has optional free time.

Q. Can I bring my spouse?

A. Yes, spouses are welcome to attend some of the events and will find Halifax a great city to explore during training sessions.

Q. My police organization does not fully fund me to attend. Is there any assistance available?

A. There are sponsorships for up to five first time attendees that may be applied for. See the next two pages for application forms, or check online at <http://www.canadianpolicechaplains.com/annual-training-seminar-sponsorship>

## Sponsorship Offered for 5 First Time Attendees



### Canadian Police Chaplain Association Annual Training Session Sponsorship Application

**Purpose:** The purpose of this sponsorship is to encourage attendance at the Annual Training Session by CPCA members that have not attended before.

**Background:** The sponsorship was approved during the 2013 annual business meeting of the CPCA. The sponsorship will provide for up to five (5) first-time Annual Training Session attendees.

#### Criteria:

Applicant has paid annual dues

Applicant has not attended any prior Annual Training Sessions

Sponsorship will cover the total Registration cost for the applicant (does not include transportation, accommodation, incidentals, or costs for spouse)

Application must be received by the CPCA Registrar no later than thirty (30) days prior to the beginning of the Annual Training Session

All applications will be reviewed and adjudicated by the CPCA Executive

Applicant will include a cover letter demonstrating need for funding

If applicant has a Supervising Chaplain, application must be signed by Supervisor prior to submission

A maximum of one applicant per province/territory will be awarded

### Canadian Police Chaplain Association Annual Training Session Sponsorship Application

Name of Applicant \_\_\_\_\_ Date \_\_\_\_\_

Mailing Address \_\_\_\_\_ City \_\_\_\_\_

Province/Territory \_\_\_\_\_ Postal Code \_\_\_\_\_

Email address \_\_\_\_\_ Best Phone # \_\_\_\_\_

Present Chaplaincy Position \_\_\_\_\_

Supervising Chaplain's Name (if applicable) \_\_\_\_\_

Supervising Chaplain's Signature \_\_\_\_\_ Date \_\_\_\_\_

Send Application to  
Chaplain Brian Krushel, CPCA Registrar  
2803-55<sup>th</sup> Street  
Camrose, Alberta T4V 4A3  
Email: [b.krushel@gmail.com](mailto:b.krushel@gmail.com)

#### For Processing

Date received \_\_\_\_\_

All criteria met Yes \_\_\_\_ No \_\_\_\_

Date Applicant Notified \_\_\_\_\_

Other notes:

## Commandite offerte à 5 nouveaux participants a la Session Annuelle De Formation



Association Canadienne Des Aumôniers De Police

### Session Annuelle De Formation Demande De Parrainage

**But:** Le but de ce parrainage est d'encourager la participation à la session annuelle de formation des membres de la CPCA qui n'ont pas assisté auparavant.

**Contexte:** Le parrainage a été approuvée lors de la réunion annuelle de 2013 des affaires de la CPCA. La commandite fournira jusqu'à cinq (5) pour la première fois les participants Séance de formation annuelle.

#### Critères:

- Le demandeur a payé les cotisations annuelles
- Le demandeur n'a pas assisté à des séances de formation annuelle avant
- Le parrainage couvrira le coût total d'enregistrement du demandeur (ne comprend pas le transport, l'hébergement, les frais accessoires, ou les coûts pour le conjoint)
- La demande doit être reçue par le registraire CPCA au plus tard trente (30) jours avant le début de la session annuelle de formation
- Toutes les demandes seront examinées et jugées par l'exécutif CPCA
- Le demandeur comprendra une lettre de motivation démontrant un besoin de financement
- Si le demandeur a un aumônier superviseur, demande doit être signée par le superviseur avant la soumission
- Un maximum d'un demandeur par province / territoire sera attribué Association canadienne des aumôniers de police Session annuelle de formation Demande de parrainage

#### Association Canadienne Des Aumôniers De Police Session Annuelle De Formation Demande De Parrainage

Le Nom Du Demandeur \_\_\_\_\_ Date \_\_\_\_\_  
Adresse Mail \_\_\_\_\_ Ville \_\_\_\_\_  
Province/Territoire \_\_\_\_\_ Code Postal \_\_\_\_\_  
Envoyer Address \_\_\_\_\_ Meilleur Téléphone # \_\_\_\_\_  
Présent Aumônerie Position \_\_\_\_\_  
Superviseur Le Nom De L'aumônier (le cas échéant) \_\_\_\_\_  
Signature Du Superviseur \_\_\_\_\_ Date \_\_\_\_\_

Envoyez La Demande à  
L'aumônier Brian Krushel, Greffier CPCA  
2803-55th Rue  
Camrose, Alberta T4V 4A3  
Envoyez: b.krushel@gmail.com

#### Pour traitement

Date De Réception \_\_\_\_\_  
Tous Les Critères Met Oui \_\_\_\_\_ Non \_\_\_\_\_  
Date Demandeur Notifié \_\_\_\_\_  
Autres Notes \_\_\_\_\_

## Servant Leadership

By Chaplain Bruce Ewanyshyn, Cpl., Brandon Police Service



In February, I hosted a Brandon Ministerial Association meeting at BPS. The first part of the meeting was dedicated to providing a tour through the building and interacting with staff from different departments and functions. It began with a warm welcome from Chief Balcaen and concluded with the area I specialize in – forensics. I am pleased to share that the highlight for the ministers was neither my area nor what I shared; it was an impromptu meeting with a Staff Sergeant in charge of the platoon of the day. Well spoken, and articulate, this S/SGT explained the workings of a platoon from the aspect of first responders all the way through to the function of Crisis Negotiators and Incident Command. He generically shared some enlightening experiences stemming from his roles and responsibilities.

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*“...his main function was to look after those under him—to serve those whom he leads”*

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All of this was impressive to the listeners but the strategic aspects of policing took a back stage when he began to talk of how his main function was to look after those under him – to serve those whom he leads. He perceives his role to include everything from encouraging and nurturing career development in his officers, to their psychological wellbeing after traumatic calls.

BPS has an Employee Wellness Team and a Chaplain, but I agree with his statement that the caregiving begins on the front line with defusing and debriefing. A relationship of trust between the operational S/SGT and his officers can go a long way to preventing long term distress while promoting mental wellness. I have heard this S/SGT counsel officers, and in my role as Chaplain, I have heard from officers that he has made a difference

in their mental wellness. When working weekends, as calls for service allow, there is a platoon sit down breakfast. I made the remark to this S/SGT that although he does not see himself as a pastor, his heart demonstrates the servant nature of a pastor to those under his watch. He is demonstrating the model of Servant Leadership.

Two days later, a different S/SGT came to me bearing a printout of a screen shot of an email

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*“He is demonstrating the model of Servant Leadership”*

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message that was shared with him by an Inspector of the Fredericton Police Force. These two officers connected while on course together at CPC Ottawa. I was delighted to read that the author of the email was one of my colleagues, a CPCA Chaplain serving the Fredericton PF, and with whom I connected at a CPCA conference in Orillia in 2018. Chaplain Verner Drost had sent an email to his Inspector to encourage him through sharing a Bible scripture and an interpretation of the passage.

We are all aware of the tragic shooting deaths of Constables Robb Costello (45 years young with 20 years of service), and Sara Burns (43 years young with 2 years of service) on August 10, 2018. The Fredericton Police Force leadership shoulder the role of nurturing back to health a police service that has been forever affected by the violent loss of two family members. This daily struggle for the officers is not something that continues to make the National news headlines. No longer is the shooting at the forefront of the minds of Canadians outside of NB; yet the need to keep these women and men in daily prayer is more imperative now than ever as the staff battle daily with the aftermath of this tragedy.

Our BPS S/SGT shared with me that he and the **(Please see Servant Leadership →page 13)**  
**(→ page 12 Servant Leadership)**

## Servant Leadership

FPF Inspector had discussed how promotions to positions of rank authority affect changes within the individual officer; this takes us back to my opening question: “will a promotion change how you perceive yourself, or will your perception lead to a change in the administration of your leadership role?” It was within this context that the FPF Inspector shared how deeply the email from his chaplain had touched him. In exchange for his sharing, our BPS S/SGT discovered the answer to a question he was pondering; it struck a chord of revelation and truth and meaning to him. The emailed message by Chaplain Verner was entitled “Servant leadership”.

The email begins with this scripture found in Matthew 20:25-28 (GW); “Jesus called the apostles

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*“It’s a serve first approach versus a lead first approach (which is about power and position)”*

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and said, “You know that the rulers of nations have absolute power over people and their officials have absolute authority over people. But that’s not the way it’s going to be among you. Whoever wants to become great among you will be your servant. Whoever wants to be most important among you will be your slave. It’s the same way with the Son of Man. He didn’t come so that others could serve him. He came to serve and to give his life as a ransom for many people.”

Following the scripture, the chaplain shared his interpretation of servant leadership based upon what Jesus modeled. Chaplain Verner Drost wrote: “It’s all about servant leadership! It’s a serve first approach versus a lead first approach (which is about power and position). A servant-leader focuses primarily on the growth and well-being of people to which they belong. While traditional leadership generally involves the exercise of power by one at the “top of the pyramid,” servant leadership is different. The servant-leader puts the needs and well-being of others first and helps them develop and perform at their best.”

Our BPS S/SGT said the explanation of the scripture was what touched him the most. The servant leadership role is what church leadership should be modelling and was directed to model by Jesus who first introduced it over 2000 years ago. However, for leaders outside of church settings, this may be a new concept. For many outside the church who were exposed to the messes “the church” has made over the past 2000 years, they may have a legitimate disdain for any of the practices in operation by church leaders. Until eleven years ago, I was one of those with a flavor of disdain for church leaders because I didn’t understand that what I had witnessed in operation was not based upon the Biblical teachings of Jesus but human manipulation of scripture and misinterpretations. I painted all churches with the same brush until I received revelation through the Holy Spirit of how God intended humans to operate, not only within churches but within society; this being servant leaders.

A wonderful conversation took place after the S/SGT had shared the email. We shared about some past church experiences and because of Chaplain Verner’s correspondence, I was able to continue the conversation regarding servant leadership. Servant leadership was best modelled by Jesus

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*“Although police officers may never wash each other’s feet, there are many examples of officers giving their lives to protect those they have sworn to serve”*

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himself. He presented it to his disciples through acts of humility like washing their feet, mentoring them in the Word of God, and ultimately giving his life as a sacrifice to all humankind so that our relationship with our Creator could be restored. Although police officers may never wash each other’s feet, there are many examples of officers giving their lives to protect those they have sworn to serve; Fredericton being a one recent example. As a police officer promoted to a higher **(Please see Servant Leadership →page 14)**



## Servant Leadership

### (→ page 13 Servant Leadership)

office of Sergeant, Staff Sergeant, Inspector, or Chief, the example of a servant leader is one who seeks to invest himself in the lives of the officers under him. This challenges other leaders within the police service to grow in excellence through service; the result is the establishing and nurturing of a culture of honour.

When an officer of superior rank comes alongside lower ranking officers and invests in them through a heart to serve their needs, honour is cultivated. When a ranking officer connects through text or email with an officer who is on a difficult course, or is off due to illness, or is facing a difficult family situation, honour and respect and admiration are cultivated. These are only a few examples of meeting the needs of fellow officers. Unfortunately, there are leaders of rank within police agencies who seldom come by the Unit they oversee to greet and converse with the constables within that Unit; this does not bode well with the constables.

A key point is that the servant leader gives of himself to meet the needs, but not necessarily the wants, of the other officers. Jesus met the needs of all those who came to him; Jesus healed all those who were sick and oppressed, he cast out demons, raised the dead, fed multitudes, and even in his greatest time of need (the beheading of his close friend and cousin John the Baptist), He put other's needs before his own. However, those who approached him wanting to see a miraculous sign, or to maintain or gain worldly wealth, he dismissed.

The way you perceive your role upon promotion will make an immense difference on how you evolve as a leader during your service in that role. If you perceive leadership as a means of attaining a level of greatness in your policing career, you will be introspective and look to serve your needs and wants above all others. You will look to others to honour you and praise your works as you operate from a position of power authority. However, if you perceive promotion as an opportunity to model servant leadership, you will find yourself ensuring the needs of the other officers are met in mental wellness, career development, job satisfaction, and other areas.

This will in turn generate a culture of honour from which expressed respect comes without solicitation, and excellence becomes the standard that those under you want to achieve just because of the way you have served them. The greatest example of this again is Jesus. In the years that followed his ascension into Heaven, his disciples sacrificed their lives to continue His teachings. Many were martyred for their faith. Over two thousand years later, the faith movement continues as martyrs are slain in certain countries for following the teachings of Jesus and professing His name. His teachings live on in our hearts and bear witness to his very words, "Whoever wants to become great among

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*"This will . . . generate a culture of honour from which expressed respect comes without solicitation and excellence becomes the standard"*

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you will be your servant."

A servant leadership approach has the potential to change dynamics within both the leader and the recipient. Within the leader, a servant leadership focus is an antidote for the pride that comes from operating from a position of a power mindset. The antidote instead promotes humility within the leader as they put other's needs first. In return, over time, the Members' perception of leadership will change. A better workplace will be cultivated where honour rises up to quiet the grumblings of the disgruntled and disengaged officers. These officers will continue to reduce in number over time.

Thank you to the two Staff Sergeants who inspired me to write this devotional. I appreciated our conversations. Thank you to the Fredericton PF Inspector, the BPS S/SGT, and Chaplain Verner for giving me permission and inspiration to share on this subject.



*Chaplain Bruce Ewanyshyn rides the American Ironhorse chopper he takes into the prison where he ministers to inmates, some of whom he has met through his police work. When they see his badge number and artwork on it, they often have many questions which lets him share his faith in Christ.*



As a chaplain, I wear many hats. Sometimes on the emergency scene, I doff one hat and don another. Although this may seem strange, it is important to have someone come alongside you to whom you can relate and trust if you are to confide in them when the going gets tough.

During several critical incident debriefings in Fredericton last summer, I was reminded that the more I have in common with someone, the easier it is to understand their perspective. The mental health professional who led the session remarked to me later that she couldn't imagine what it would have been like for the police officers who arrived on scene following the shooting of two of their own. As she listened to their descriptions of the events that day, and their emotional responses to them, she was aware of how foreign their world was to her.

Being trained as a first responder and responding to 9-1-1 calls on a regular basis gave me some insight into what they were exposed to and how they were trained to react. When one officer choked up, the eye contact we made gave him courage to speak because I offered an understanding and safe place to unpack the memories weighing on him. I could walk the journey with him because I "got it" when he talked about the fear, the second-guessing, and the other negative emotions he could not shake. But in the end, I could only identify so far. I have never had to draw a gun in self-defence. I have never been the target of a shooter who wanted me dead.

CPCA chaplains are designated simply as "chaplains" without reference to our own unique faith perspectives or levels of training. Through training received at the Annual Training Session, seminary or other theological institutions, our exposure and life experiences with people who hold different perspectives on God and faith, we become equipped to extend a helping hand to police regardless of their spiritual understanding. Sometimes they want to know what faith tradition we come from, but often it doesn't matter in the midst of a crisis. What they want is a calm presence and a comforting touch or word as appropriate. But there are limits to how much we can relate to someone of a different faith.

When I choose to wear a certain hat, it reflects part of my identity and training, even my worldview and philosophical perspective. For example, I cannot work effectively with law enforcement unless I have a strong sense of justice and believe that the use of force can be appropriate. The Fire Service and Ground Search and Rescue (GSAR) share the desire to assist people in crisis situations, and they suit my Guardian personality traits as well. These hats represent who I am and what I believe.

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*"When I choose to wear a certain hat, it reflects part of my identity and training, even my worldview and philosophical perspective."*

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When a person faces a life-threatening emergency, first responders wearing different hats converge on the scene. The focus is on the rescue. We share a mission and teamwork is needed to complete the task. This is not the time to discuss the relative merits of one group or another.

As spiritual first responders, chaplains must also put aside their individual faith differences to work together as a team. The officers we serve may be dealing with depression, anxiety, PTSD, moral injury and suicidal thoughts that are more likely to kill them than a bullet. Many are in crisis. There will be other times and places for theological conversations, as important as they are, but we also share a mission.

I am thankful for compassionate women and men who feel the call to chaplaincy. As the value of chaplaincy is recognized by law enforcement agencies, the faces of chaplains must also reflect more accurately the diverse faces of the police officers they serve. At the same time, chaplains must remain authentic to who we are and the faith traditions and spiritual values we represent. As anyone who works with different agencies, and Authorities Having Jurisdiction (AHJs), herein lies the challenge!

*Marion Jamer is the Chaplain Coordinator for "J" Division RCMP and lives in St. Stephen, NB. A bit of a chameleon, it has been said that you never know where she will pop up and what hat she will be wearing on scenes. It may even be a firefighter's helmet and bunker gear.*

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The CPCA Leadership Team meets via Zoom on a monthly basis. Please contact one of us if you have prayer requests, suggestions, or information to share on newsworthy events. We appreciate your support and prayers as we work for you!



Canadian Police Chaplain Association  
Association Canadienne Des Aumôniers De Police