

The Magazine of the
FBI National Academy
Associates

NATIONAL ACADEMY



A S S O C I A T E

July/Aug 2016 | Volume 18, Number 4

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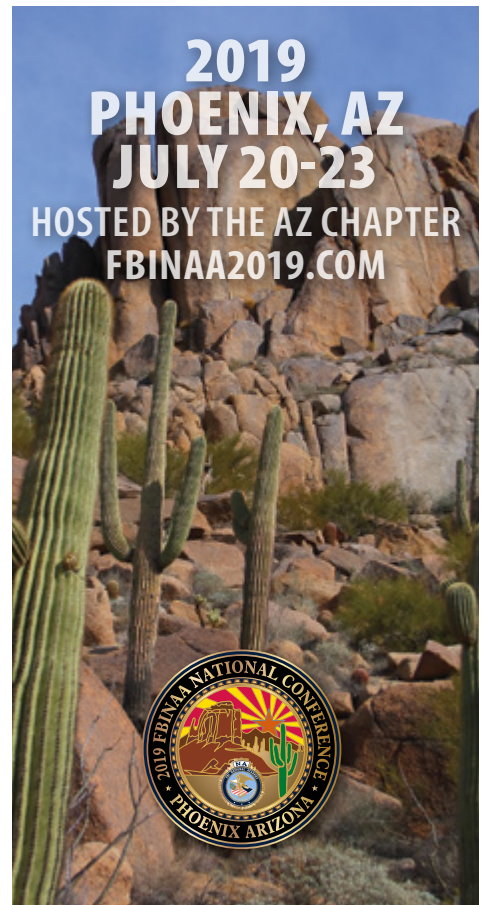
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July/Aug 2016
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Steve Tidwell / Executive Director, Managing Editor

Ashley R. Sutton / Communications Manager

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May/Jun	4/1	6/30
Jul/Aug	6/1	8/30
Sep/Oct	8/1	10/30
Nov/Dec	10/1	12/30



On the Cover:

The FBINAA's 52nd Annual Training Conference in St. Louis, Missouri, was a huge success. This year's Conference theme, "Gateway to the Future" was well received by the attendees, family and guests.

Congratulations to the Conference Committee and all the volunteers, who delivered on their promise to make this year's Conference an inspiring and fun-filled experience for all!

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ASSOCIATION PERSPECTIVE

by *Joey Reynolds*

I write my first article as President of the FBI National Academy Associates with renewed purpose after attending the outstanding 2016 National Conference in St. Louis, Missouri. Many thanks to Lt. Col. **Kenneth Cox**, Deputy Chief of Police, of the St. Louis County Police Department, who served as Chairman, and the entire Conference Host Committee for their untold hours of hard work. The fellowship among members of the law enforcement community was greatly needed in this time of unrest, and the exceptional training provided additional tools to improve our effectiveness while coping with the demands of a dangerous profession.

I also want to take this time to recognize and congratulate Chief **Scott Rhoad** of the Kansas/Western Missouri Chapter on being elected as the Section II Representative. Scott has a servant heart and will be an awesome addition to the Executive Board.

The FBINAA is facing challenges never encountered in our organization's history. Our hearts are saddened by recent attacks against our profession and the very framework of our great nation. Perceptions about law enforcement are increasingly negative and must be changed. Officers need more support and resources than ever before to ensure their safety and increase their emotional ability to function in a climate of hostility. When the time comes to make a career change, law enforcement personnel need guidance in transitioning successfully from an extremely demanding and dangerous arena to a life with different challenges.

A paradigm shift is needed across our country regarding attitudes towards law enforcement and this association needs to be the champion of that initiative. To take a more proactive role in changing perceptions about law enforcement in our communities, we need to build stronger relationships with community groups working with at-risk youth. Conversations have already begun with **Boys and Girls Clubs of America** and **Afterschool Alliance**.

A new Executive Board Committee, the "**Community Engagement Committee**", is being established this year, made up of leaders from these community groups and others. I have asked Past President **Barry Thomas** to chair this committee and champion this initiative.

Officer Safety and Wellness is at the forefront of concern during this turbulent time. I am proud to continue the great work that Past President Barry Thomas initiated during his Presidency. As an association and as law enforcement executives we have to commit to the emotional, spiritual and physical health of our profession.

I want to thank our outgoing President Barry Thomas who led this Association with faith, honor and passion during his term as President. I know that I am a better person and this Association is a better organization because of his leadership. It is also unfortunate, that we have to say goodbye to **Joe Gaylord** as he transitions off of the Executive Board. I know I will miss Joe's wisdom and courage and want to thank him for his quiet professionalism.

Our partnerships with our **Strategic Alliances** are critical to the future growth of our association. They understand what it means to



be part of the "*National Academy Family*" and I know this Association doesn't take our partners for granted. I certainly look forward to working closer with them and appreciate all I have learned from them over these past years.

We couldn't be who we are without the **FBI**. I want to thank the FBI for their continued support to our Association, our relationship has never been better. I want to recognize and Congratulate **David Resch** on his recent promotion to Assistant Director of the Training Division. The Training Division at the Academy has been incredible to work with and continually shows their support for our association. As you read this we will have moved both our store and Executive Association Office back on the academy campus where we belong thanks to their support. **Director Comey** has also made it a point to be available to this Association on a regular basis and constantly shows his dedication to the National Academy through both his words and his actions.

In closing, I feel a need to reiterate my commitment to all of you, our members, our Alliance Partners, our friends and our families. As a profession and as a law enforcement executive leadership association, we have had our trials and tribulations, make no mistake, we are in turbulent times. Our test and measure, I believe, both as a law enforcement profession and as an Association will be in our response to these turbulent times.

We certainly have our challenges ahead of us, but I know with your support and hard work; we also have some incredible opportunities. Opportunities to show that the men and women of our profession, who give their lives for their communities, do not do so in vain, but as an example of all of our dedication and commitment to the communities we serve. 🙏

Thank you and God Bless!

Joey Reynolds

Joey Reynolds



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CC CHAPTER CHAT

The intent of this column is to communicate chapter news. Announcements may include items of interest, such as member news, section activities, events, training calendar, special programs, etc. Refer to the editorial submission deadlines, particularly with date sensitive announcements.

Submit chapter news/high-resolution digital .jpg or .tif photos with captions to: Ashley Sutton, Communications Manager
ph: 302.644.4744 | fx: 302.644.7764
asutton@fbinaa.org



Arkansas Chapter Annual Charity Golf Tournament.



California Chapter, Sacramento Division, Law Enforcement Executive Development Seminar.

ARKANSAS

The Arkansas Chapter recently hosted our annual charity golf tournament at Paradise Valley Athletic Club. Arkansas Razorback Head Football Coach **Bret Bielema** stopped by to visit and give an update on the upcoming football season. Coach Bielema is a strong supporter

of law enforcement and a good friend to the Arkansas Chapter.

CALIFORNIA

In May, 2016, 3rd Vice President **Daman Christensen** of the Sacramento Division hosted the **Law Enforcement Executive Development Seminar** in North Lake Tahoe, California

at the Ritz-Carlton. This very successful four-day seminar was attended by more than 125 law enforcement executives from throughout California of which 43 were NA graduates. The reviews from the attendees were an overwhelming positive. Sponsorships by **First Tactical**, **Craig Potter, NA 242** and **Blau-**



(L-R) Alameda Sheriff **Greg Ahern** NA 215th, CA Chapter 1st VP-SF Division, **Ken Tanaka** NA 228th.

ers Manufacturing greatly contributed to the positive seminar experience.

In June, 2016 1st Vice President **Ken Tanaka** held the annual **BBQ/Shoot** hosted by the Sheriff **Greg Ahern** of the Alameda County Sheriff's Department. This popular event was well attended and a good time was had by all.

NAA WEBSITE/CALIFORNIA WEBSITE

We have two websites that you can check for National Academy Associates news: **FBINAA website:**

www.fbinaa.org

To log into the **FBINAA website** you will need your membership number and password which can be obtained by contacting our Secretary, **Gina Di Napoli**, ginabritmi5@gmail.com, or **Jennifer Watson** at the National Office.

California Chapter website: <http://fbinaacalifornia.com/home>

To log into the **California Chapter website**, you will have to provide your e-mail address in order to register as the site is now password protected

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CHAPTERCHAT

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for active members only and enhanced security. If you need assistance please contact our Webmaster/Training Manager **Jim Smith**, JSmith@montereypark.ca.gov.

■ Captain **John Burks** is a 25 year veteran of the Brea Police Department in southern California. He currently serves as the department's Uniform Division commander, overseeing operations in Patrol, Traffic, SWAT, and Communications. He previously served as the Investigation Division commander and the Chief of Police Services for contract law enforcement in the neighboring City of Yorba Linda. During his career, Captain Burks has served as a patrol officer, field training officer, school resource officer, patrol Sergeant, detective Sergeant, and Lieutenant. Captain Burks holds a Master's degree from Chapman University in Organizational Leadership and is a graduate of the FBI National Academy, Session 251. Follow Captain Burks on Twitter, [@breapdcaptain](https://twitter.com/breapdcaptain).



John Burks

■ April 19th 2016, while visiting Amsterdam, **Janis Trulsson**, 224th Session and Past Cali-



(L-R) Doug Muldoon NA 153, 2013 FBINAA President, Dennis Mitchell Gagliardi NA 262, Janis Trulsson NA 224, Past CA Chapter President, Cris Trulsson NA 227, CA Chapter Treasurer.

fornia Chapter President, **Cris Trulsson**, 227th Session and California Treasurer and **Doug Muldoon**, 153rd Session, 2013 President FBINAA met with **Dennis Mitchell Gagliardi**, 262nd Session of the National Police of the Netherlands. Dennis was kind enough to welcome us to his country and share some stories. We had a great time and appreciated the FBINAA hospitality!

PROMOTIONS

■ Congratulations to **Lori Luhnow**, NA 249, for her appointment to Chief of Police. Lori is the first female Chief for the city of Santa Barbara.



Lori Luhnow

■ Congratulations to **Bob Ramsey**, NA 221, on his appointment to Chief of Police of the Fontana Police Department.



Bob Ramsey

■ Congratulations to **Phil Holder** of the Banning Police Dept. who was promoted to Captain. Holder, whose father retired after 34 years in law enforcement and whose younger brother is a 24 year veteran police officer, is the first in his family to attend the FBI National Academy. Holder attended the 250th Session and believes that the training, experience and relationships he developed there have had a positive impact on his career. Holder continues to be active in the FBINAA and credits his achievements to the continued and unconditional support of his wife and two children.



(L-R) Det Dan Meade, NYPD; Major Mike Darcy, Conn State Police (234th Session); NYPD Deputy Commissioner John Miller; Frank Darcy.

END OF WATCH

■ The California Chapter conveys our deepest sympathy to the family and loved ones of **Garland Harry**, NA 181, Napa County Sheriff's Department, EOW February, 2016 and **Christine Harvel**, NA 251 San Diego County Sheriff's Department, EOW March, 2016.

CONNECTICUT

■ On 8/3/16, the Connecticut Chapter held its **annual summer luncheon** at the Coast Guard Academy in New London. 120 active, retired, and guests gathered and the keynote speaker was NYPD Deputy Commissioner for Counterterrorism & Intelligence, **John Miller**.

DISTRICT OF COLUMBIA

■ Please join me in congratulating Deputy Chief **Keith Horton** on his retirement from the United States Park Police.



Keith Horton

FLORIDA RETIREMENT

■ Captain **Warren Shepard**, Session 232, of the Kissimmee Police Department retired after

more than 27 years of service. At his time of retirement, he was the Commanding Officer of the Criminal Investigations Department. He is currently employed by the Georgia Emergency Management & Homeland Security Agency (GEMHSA) as the Public Safety Broadband Network Manager and FirstNet Georgia Coordinator in their Atlanta office.

KANSAS/W MISSOURI

Hello from the Kansas-Western Missouri Chapter in the heart of the Midwest! We have several of our Chapter folks retiring after lengthy distinguished careers that we would like to share with everyone!

RETIREMENTS

■ Chief **Graham Burnley**, Session #145, retired July 8, 2016 from the Nevada, MO Police Department after serving in law enforcement for over 42 years! Chief Burnley has served as the Chief of Nevada for the past 5 1/2 years after retiring from the Chesterfield, MO Police Department. Chief Burnley began his



Graham Burnley

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law enforcement career in 1974 at Chesterfield, MO PD after he honorably served our country in the US Army, MP Corps. In addition, he served in the military reserve component for 28 years. Chief Burnley plans on moving to the Lake of the Ozarks, MO with his wife Janet to enjoy retirement. Thanks to Chief Burnley for his many years of service to these communities. Well done and we wish him many relaxing days ahead!

■ Chief **Tom Dailey**, Session #171, retired September 15, 2016

from the Independence, MO Police Department after a 37 year career in law enforcement!



Tom Dailey

Chief Dailey served with the Kansas City, MO Police Department for over 27 years, two years with the North Kansas City, MO PD and eight years as the Chief with Independence PD. His FBI NA experience and being the class representative for Session #171 was one of the great highlights of his career. He plans to continue as a Resident Security contractor for Major League Baseball and serving as the Critical Incident Commander for the Kansas City Chiefs as he has done for over 24 years. We thank Chief Dailey for his many years of service to his community and wish him well in his planned 'retirement'!

KENTUCKY

■ Please congratulate fellow NA graduate **William Wilson** (246 Session) on his new job as Director of Safety for Thomas Moore College.



William Wilson

NEW ENGLAND

■ After nearly 29 years, Lt. **Brian Miller** is retiring! Currently, the longest serving member of the Vermont State Police. Lt. Miller began his career in 1987, and has served with distinction



Brian Miller

in a number of assignments in the field force and criminal divisions, and has been a long-time member, and commander, of our Crisis Negotiation Unit. Congratulations Brian, and best of luck to you and your family for a happy and healthy retirement!

NORTH CAROLINA

■ **Robert Schurmeier**, Session 159 was sworn in as the Director of the NCSBI on July 22nd. Bob is a dedicated FBINAA member and past president of the NC Chapter. Bob retired as a Deputy Chief of the Charlotte-Mecklenburg Police Dept.

NORTHWEST

■ Rapid City, SD Police Department Assistant Chief **Don Hedrick**, 258th Session, has been selected as one of the **IACP 40 under 40**. The IACP's 40 Under 40 Award was developed to recognize 40 law enforcement professionals under the age of 40 from around the world that demonstrate leadership and exemplify commitment to their profession. These awardees represent all levels of law enforcement agencies, including state, local, university, military, and federal. Assistant Chief Hedrick has



Don Hedrick

risen through the ranks since joining the department in 2002. He holds a master's degree in administrative studies and attended the National Academy in 2014. Additionally, Hedrick has held ancillary duties to include the Special Response Team and the instruction of defensive tactics, Tasers, and fitness. Please join the Northwest Chapter in congratulating Don on this esteemed award!

NEW YORK/E. CANADA

PROMOTIONS

■ **Stephen P. O'Brien**, Session 195, of the NYPD was promoted to Deputy Chief Administration on June 24th, 2016.

■ **Brendan Donohue**, Session 224, of the Rockland County District Attorney's Office was promoted to Det. Lieutenant.

■ Congratulations to **Frederick Akshar**, Session 247, on his recent promotion to the New York State Senate.

RETIREMENTS

■ Chapter President **Tony Karam** (NYS AG); Retired NYPD Inspector **Francis Smith** (NA157); "Matriarch" **Pauline, Kevin Youngs** and **Sheila Smith-Youngs** (S/A-FBI); **Deidre (Smith) Withers**, Sgt. Suffern PD and **Paddy Withers** (NYPD Retired and Deputy Supervisor, Town of Ramapo)



OREGON

■ Beaverton Police Chief **Geoff Spalding**, 228th Session to retired in July. Spalding oversees 177 employees in Oregon's sixth-largest city. He joined the agency in February 2009, after a 32-year career in Fullerton, California, where he rose to the rank of Captain. Spalding said in a news release that he's looking forward to spending more time with his family and that he intends to remain active in the community through volunteer work. He is currently the president of the Oregon Association of Chiefs of Police and is a member of the Oregon Task Force on School Safety.

"It has been an honor to serve the citizens of Beaverton as their chief of police for seven and a half years," Spalding said in the release. "I believe I led a department that served the citizens with compassion, integrity and respect and I look forward to the next chapter."

During his time as police chief, Spalding created the agency's first bilingual outreach coordinator position. He also played a key role in the campaign for a new police station, which has been referred to voters in the November election.

TEXAS

■ **Julie Swearingin**, NA 261, currently working for the Fort Worth Police Department, was recently promoted to the rank of Captain.

UTAH

■ Sandy Police Department is proud to announce **Bill O'Neal**; (Session 235) was appointed Deputy Chief effective July 1, 2016. Bill has been in law enforcement 22 years with 20 of those years at Sandy PD. We wish him well with his new assignment.

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AN EYE-OPENING APPROACH TO ADDRESSING OFFICER FATIGUE

Lacy Wolff

OFFICER SAFETY AND WELLNESS

The Executive Board of the FBI National Academy Associates is dedicated to furthering the conversation on officer safety and wellness issues that impact the law enforcement profession. Moving forward, members can expect articles in each Associates Magazine that highlight challenges that are inherent to the profession and present solutions to those looking to enhance their own personal resiliency or that of their agencies.

Officer fatigue is a critical safety and performance issue that historically has received minimal attention by law enforcement organizations. Those of us in the profession see it and acknowledge it, but what have we done to address it?

The Texas Department of Public Safety (DPS) Fitness Wellness Unit is working diligently to address this issue through education, training, and research. The Fitness Wellness Unit is studying this issue with the intent to provide valuable insight about fatigue and its relationship to human performance for our commissioned personnel. The results of the research have been integrated into our training and development for trooper recruits and into ongoing training for existing DPS officers via a multi-faceted approach. Following is a summary of this process.

Determining the Level of Fatigue

The first step to understanding fatigue among our officers is to ask the hard question: How tired are they? In October of 2015, DPS conducted an agency-wide voluntary questionnaire to address sleep, fatigue, sleep disorders, and safety. Of the agency's 9,195 employees, 2,805 participated in the survey. Roughly 40 percent (1,165 employees) of respondents were commissioned law enforcement officers. The response demonstrated that our employees are interested in this issue.

According to our survey:

- 10 percent of commissioned employees are getting the recommended of 7-8 hours of sleep per 24 hour period.⁽¹⁾
- 4 percent of commissioned employees working rotating shifts are getting 7-8 hours of sleep per night.



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- 93 percent of commissioned employees report feeling fatigued or tired at least 1-2 times per week.
- 38 percent of commissioned employees are fatigued or tired every day.
- 34 percent of commissioned employees report falling asleep while driving at least 1-2 times per month.
- 32 percent of all employees report a diagnosed or undiagnosed sleep disorder.

Compiling this baseline information allowed the agency to focus its efforts on educating employees on the importance of sleep quality and quantity. It also allowed us to educate senior leadership on the prevalence of fatigue and sleep deprivation within DPS.

Taking Action Through Education

At this time, the department is focusing efforts on education, training, and research by offering two distinct courses to increase resiliency and improve an officer's ability to sleep and self-regulate. In the military, a common term is "get left of the bang," meaning we must prevent injuries related to stress and fatigue before they occur. By offering training to our commissioned personnel, we are developing a new skillset in our officers that promotes self-regulation and enhanced performance. Two courses currently offered are **HeartMath Resilience Advantage** training and **SHIELD (Strength and Honor in Everyday Lawful Decisions)**, an adaptation of the US Airforce Defender's Edge Program, developed by the Texas Department of Public Safety's Education Training and Research Division. The department has trained personnel through the DPS Training Academy to teach these courses including the utilization of technology.

HeartMath Resilience Advantage

Technology, **emWave** biofeedback, is incorporated into this training. Since it allows employees to observe in

real time how thoughts and emotions drive their physiology, it is an invaluable educational tool. Participants are taught different ways to self-regulate and take control of their reactions. The graph below⁽²⁾ illustrates an officer's physiological reaction during a training exercise involving a domestic violence scenario. There is a noticeable difference in the officer's heart rate and heart rhythm when he made the decision to take control of his reaction and reset after the event. For those officers who were not yet trained in these strategies, it took an average of two hours to recover back to their baseline. The ability to reset the physiological state is beneficial in conserving energy, which decreases fatigue over time.



Chronic activation of the autonomic nervous system is one of the primary drivers of sleep disruption and officer fatigue. When the nervous system is activated, it is generally a result of increased negative emotions such as anger, anxiety and fear, which can lead to burnout and emotional exhaustion. Research shows that police officers are three times more likely to die by suicide than other municipal employees.⁽³⁾ Understanding that the driving force behind suicide is often a feeling of helplessness, our goal is to prevent such tragedies by improving our employees' health through education. The goal of the training is to teach officers how to prepare for and recover from stressful events, which will halt the depletion cycle that can lead to helplessness or hopelessness.

By training our recruits in the Academy, we are providing our future State Troopers with an understanding of the autonomic nervous system as well as simple, trainable strategies that will help them improve decision making skills and reduce the impact of the stress that they will face on the road. The training and technology allows the students to clearly see how the shift in emotional states immediately causes a shift in the autonomic nervous system. Recruits have been very receptive to this training. One recruit stated that after receiving this training:

"Heartmath is a wonderful way for officers to understand themselves and be more cognizant of what they feel. This in turn will lead the way to the mentality of understanding others that we encounter instead of just punishing them, which is good for all parties involved and society as a whole."

In order to continually promote health and optimal well-being, it is important to provide continual training in these areas throughout the officer's career.

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A LEGACY *of* SERVICE

Damon A. Williams

More than 150 years ago, the first Boys Club in the nation was founded by three women in Hartford, CT, to provide boys who roamed the streets with a positive alternative. When these women created this Club, a cause was born – to keep kids and teens safe, to let them know that someone cares about them, and to instill in them a sense of competence, usefulness, belonging, and influence. This foundation still guides Boys & Girls Clubs today, as we strive to use the critical out-of-school time to develop young people’s minds, bodies, and spirits.

Today, more than 4,200 Clubs serve nearly 4 million youth each year, with 438,000 children and teens entering the doors of a Boys & Girls Club every day. These Clubs represent a cross-section of American culture and heritage – with 1,520 school-based Clubs, 960 Clubs in rural areas, nearly 300 Clubs in public housing facilities, 480 affiliated youth centers on military installations worldwide, and almost 200 Clubs on Native lands. Nearly 60% of our members qualify for free or reduced-price school lunches, while millions of caring adult volunteers have enabled our organization to remain contemporary and relevant to the lives of

our nation’s youth, and to put them on the path toward great futures.

But today, the eco-system has changed. In almost every community in the country, boys and girls are left to find their own recreation, companionship, and guidance in the streets. The infrastructure for families and children has been eroded, as our life functions differently now than it did when we were founded in 1860. There are far too many examples of kids having to grow up too soon – having their childhood taken from them through the loss of their innocence or, worse yet, a family member or mentor.

And the statistics are sobering:

- 1 of 5 kids don’t graduate high school on time
- 11 million youth in our country have no adult support after school
- 16 million youth live in poverty
- 45% of the children in the greatest country on earth are part of a low-income family
- 3 young people are arrested every minute, peaking during the after-school hours of 3-4pm

continued on page 13

Legacy of Service *continued from page 12*

Coupled with recent events of violence and destruction that have pervaded our culture and shaken our belief system, these statistics underscore the need for strong, collaborative partnerships between local law enforcement and the communities they serve. Fortunately, Boys & Girls Clubs are optimally positioned to build upon these relationships.

Existing Partnerships

Our Clubs and our national organization have a long and positive relationship with institutions that are focused on improving the lives of our children, including law enforcement at the local and federal levels, and we are well-positioned to increase this impact. Clubs have established trust with youth, are located in the communities with the most need, and often facilitate community connections and serve as safe havens, even in times of unrest and violence.

At the federal level, Boys & Girls Clubs of America (BGCA) has partnered with the Office of Juvenile Justice and Delinquency Programs (OJJDP) since the program's infancy in the mid-1980s to develop, promote, support, and grow our Targeted Outreach program. Our organizations work collaboratively with a network of local Clubs, courts, police, juvenile justice and social service agencies, community organizations, and schools to identify, recruit, and mainstream at-risk youth into Club programs as a diversion from delinquent activity. We have also jointly hosted and convened the National Gang Symposium on several occasions.

Today, OJJDP funding supports not only the Targeted Outreach program, but local Boys & Girls Club mentoring programs serving at-risk and high-risk youth in underserved communities nationwide. This year alone, BGCA will provide OJJDP pass-through funding to about 1,500 local Boys & Girls Clubs to deliver mentoring programs and services to more than 30,000 youth in many of America's most challenging communities, including Native youth, military-connected youth, and delinquent and/or gang affiliated youth.

As a result of this historical partnership with OJJDP, countless Clubs have been provided the opportunity to successfully focus on reaching more children who are especially vulnerable to the adverse impact that conditions of poverty and social neglect have upon youth and their families, and to reach them more often with impact.

Strengthening Partnerships with Law Enforcement

At a time when research indicates teens are the population least trusting of law enforcement, Clubs have made a commitment to serve more teens and are taking intentional steps to provide solutions in how communities and law enforcement positively engage each other. So, where do we stand now?

In 2015, our Clubs served 559,000 teen members, 83% of whom are on track to graduate from high school. In addition, more than 20,000 Club members participated in law enforcement-sponsored sports programming. In February 2016, more than 60% of our Movement's non-military organizations participated in a survey on relationships with law enforcement (SEE TEXT BOX 1 FOR MORE DETAILS). Results showed that the vast majority of the organizations surveyed have existing partnerships, and most of the ones that don't would like to establish them.

While the survey provides us a point of reference for targeted efforts, it also brings to the forefront several promising practices that are derived from partnering with local law enforcement agencies. For example, organizations with law enforcement in Club leadership positions appear to have the deepest partnerships, helping to foster a litany of innovative strategies to ensure community safety, such as locating Clubs in police sub-stations, providing fixed-post officers in Clubs, and enabling police academy cadets to rotate through Clubs.

Law enforcement officers also serve as role models to youth through Clubs' existing programs. Recent efforts in our St. Louis Clubs – where police have been frequent subjects of protests in the two years since Michael Brown's death in nearby Ferguson – resulted in "Operation Polar Cops," a program that uses a truck retrofitted to look like a typical ice cream truck dressed in police blue to give away ice cream to youth. Efforts like these introduce officers as positive role models in a fun, approachable environment for our youth.

We have also seen success when focusing on meeting the needs of high-risk youth. In July, Team USA basketball star Carmelo Anthony hosted a town hall dialogue at the Boys & Girls Club of Metro Los Angeles' Challengers. The world-famous New York Knicks player was

joined by new BGC Metro Los Angeles CEO Cal Lyons, members of the Team USA men's and women's basketball teams, community leaders, representatives from the LAPD, and local youth for a discussion entitled "Leadership Together: A Conversation with our Sons & Daughters."

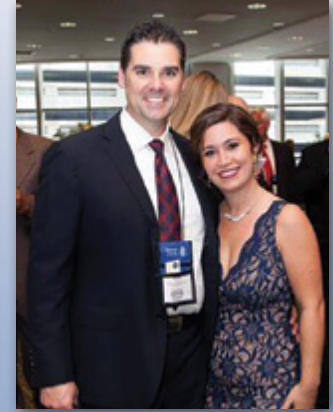
The conversation touched on relevant social topics such as gun violence and youth perceptions of law enforcement, and was capped off by Anthony making a donation to the Challenger Club. This kind of local activism on a global scale is a critical part of our advocacy efforts and will remain a key priority moving forward. It also serves as a reminder that Boys & Girls Clubs are often the primary resources that our members turn to for comfort, guidance, and perspective, particularly during the troubled and confusing times in which we live.

Youth Attitudes Toward Law Enforcement

The survey also asked Club executives about their perceptions of youth attitudes toward law enforcement. Three-quarters of organizations reported that youth attitudes and behaviors toward law enforcement have improved since they have developed relationships with these groups, and that youth make positive statements about and initiate conversations with law enforcement. Club executives believe that most youth did not seem uncomfortable around law enforcement officers, and that almost half of youth in their organizations aspire to be a law enforcement officer when they grew up.

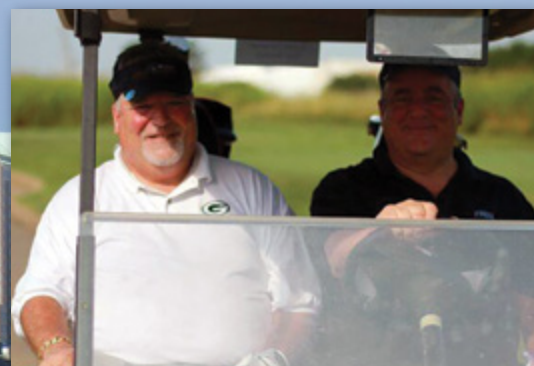
Knowing what our executives think that the youth they serve feel is one thing, but what do our members actually believe? A March 2016 survey of nearly 1,800 teens (SEE TEXT BOX 2 FOR MORE DETAILS) found that most youth had not interacted with law enforcement in the last 12 months, and more than twice as many youth had seen or had a positive experience than those who had seen or had a negative experience with law enforcement. Youth generally had positive opinions about local police, but a large group believed that law enforcement officers were unfair toward people of color and more than half felt afraid to interact with officers.

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ST. LOUIS 2016

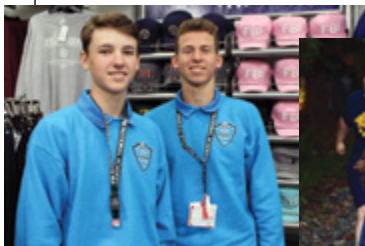
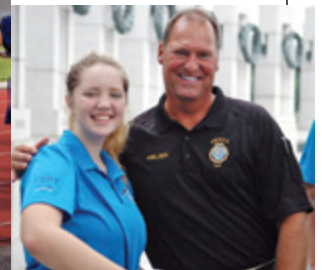
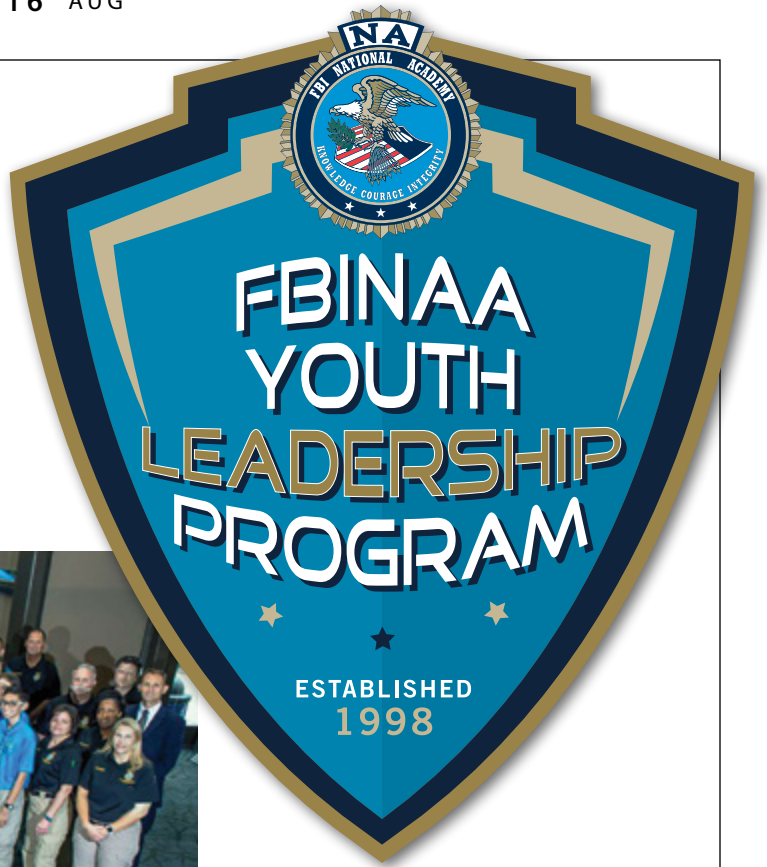
HIGHLIGHTS: 52ND ANNUAL TRAINING CONFERENCE



YLP 2016 – 18th Session June 23 - July 1, 2016

Sixty (60) students were in attendance to this years' YLP in Quantico, VA. Students came from all over the United States, Canada, Australia, Poland, and Puerto Rico. Our domestic and international chapters represented 57 students, and 3 students were represented by our sister organizations – LEEDA, NEIA, and Society of Former Special Agents of the FBI.

The first YLP took place in 1998, and to date, 853 students have graduated from this program. Congratulations to our future leaders and the students of Session 18!



An Eye-Opening Approach to Addressing Officer Fatigue *continued from page 11*

Strength and Honor in Everyday Lawful Decisions

SHIELD is a course designed for experienced law enforcement officers already in the field. The development of this course was a collaborative effort by the DPS Training Academy's Professional Development Unit and the Leadership Unit. The goal of SHIELD is to address the challenges faced both on and off duty and to deliver culturally relevant performance optimization training. Pivotal to SHIELD, is a module titled **Recharge** that is designed to provide officers with tools they can use to mentally refresh, revitalize, and rejuvenate. The psychology and positive effects of the **Flow and Gratitude** sections, along with the scientific research on the importance of sleep, are key components of this module.

Flow⁽⁴⁾ is defined by Mihaly Csikszentmihalyi as “a state in which people are so involved in an activity that nothing else seems to matter.” Flow is often found doing activities of pure pleasure such as athletic endeavors, cooking, fishing, hunting or building something. This course encourages officers to find activities that give them this feeling and to pursue recreational activities outside of work. The goal is to help our officers seek personal balance in their lives and experience rewarding feelings from off-duty activities they enjoy.

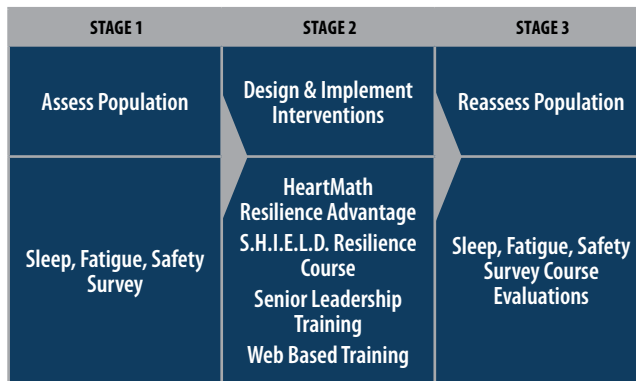
Gratitude, an emotion that has been researched extensively by psychology researchers, is taught through the SHIELD course along with strategies for daily practice. Gratitude is empirically linked to well-being⁽⁵⁾ and has been shown to reduce C-reactive protein, a biomarker for inflammation in patients with heart disease. In other words, gratitude is literally capable of healing the heart⁽⁶⁾.

The SHIELD training also focuses on sleep. Police officers often boast about how little they sleep, as though it is a badge of honor to continue to forge ahead while fatigued and sleep deprived. Research according to the AAA Foundation⁽⁷⁾, has shown that 21 percent of all fatal crashes in the United States involve a drowsy driver. Additionally, we know that sleep deprivation decreases our ability to engage the prefrontal cortex of the brain to make decisions; without sleep, the brain is relying on instinct and survival⁽⁸⁾. One of the primary objectives behind the training is to change the idea that “sleep is a waste of my time” to “sleep is vital to my performance.”

Future Goals

The Texas DPS Fitness Wellness Unit is dedicated and optimistic in our endeavor to address officer fatigue and subsequent related issues. The questionnaire originally presented to our employees regarding fatigue will again be presented to them in a year's time to reevaluate those data sets. In the meantime, we will continue to offer this program, conduct assessments of our commissioned personnel, train them, reassess their ability to recover, and fine-tune our approach to providing our officers with the necessary tools to navigate the personal impacts of their jobs in a healthy way. The first step was starting the conversation, and we are incredibly pleased to be continuing that important discussion today and into the future.

Thank you Cody Systems,
an FBINAA Ambassador Level Alliance.



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About the Author: **Lacy Wolff** is a Training Specialist working for the Texas Department of Public Safety. She is also an active member of the FBINAA Officer Safety and Wellness Committee. After completing her undergraduate degree in Kinesiology from Texas A&M University, Lacy spent over 12 years supporting the US Army overseas in both Italy and Germany. During that time, she earned her Master's degree in Exercise Science and Health Promotion and learned from leaders in the field of psychophysiological (mind-body) resilience, sleep, and human performance optimization. Lacy is a certified Exercise Physiologist through the American College of Sport Medicine, a Certified Strength and Conditioning Specialist through The National Strength and Conditioning Association, a Licensed HeartMath Instructor, and a 200-hour Certified yoga instructor.

Lacy returned to her home state of Texas in 2014 to train State Troopers within the DPS Academy. She teaches from a holistic wellness model, linking all aspects of health to include: mental, physical, social, tactical, and spiritual. Lacy is honored to have co-developed and co-instruct S.H.I.E.L.D. with Sgt. Melvin Allick and believes this course may be a catalyst for changing the face of policing in the United States and beyond.

A MESSAGE FROM OUR **CHAPLAIN**

by *Dan Bateman*

The Milestones: Honoring the Fallen

As your Chaplain, I send out FBI National Academy Associates sympathy cards on your behalf to agencies who have lost officers in the line of duty. It is important your Association express our collective sorrow in the loss of an officer or, as in recent events, multiple officers... I have written too many cards.

These are dark and dangerous days in our profession. Over the last months, we have tragically witnessed public displays of disrespect for those of us who wear the badge so honorably. Our profession is under attack and, in that battle, we have lost lives taken too soon by criminals who, with premeditation, sought out police officers and targeted them with devastating results.

Dallas, Baton Rouge, Kansas and in cities around the nation, officers are changing how they police the public, many who have turned their backs on them. Questions in officers' minds: Is the next traffic stop going to be on the news or social media? Is the person I'm contacting planning an ambush to do me harm or worse? These are questions that plague our officers and distract them from being able to effectively interdict criminal activity and perform their jobs with optimal results.

What does this mean for us today in our various responsibilities? Whether we serve on the front line, supervise and lead our officers, or develop guidelines and policy from a command perspective, how does the impact of our fallen officers shape how we serve the public?

In our theme of Milestones this year, perhaps we can honor the sacred memory of our fallen comrades by having them become those life markers, milestones as it were, that shine like beacons on our life journey to show us the way.

As we read the stories of those officers taken from us too soon, one trait stands out in their lives – they were committed to serving others even in the face of danger. Our natural tendency, in the unprecedented negative view some have of law enforcement, would be to disengage or find a safer calling. But we must never forget nor tarnish the sacred memory of our fallen officers who gave their all in the line of duty. Their life and, yes, even their tragic death, requires us to become ever more so resolved not to shrink back.

I remember the immediate aftermath of the on-duty loss of one of our Michigan State Police Troopers. The post was in shock and mourning and I needed to speak to those assembled troopers who had lost their friend, partner, and an integral part of the thin blue line. What words could adequately express that overwhelming sense of grief?

It was at that time I asked the group of state troopers, what would our fallen officer say to us? What would he want us to do? In response those questions, I stated he would want us to carry on his legacy of service by redoubling our efforts in serving those we are sworn to protect. He would not want us to relax our enforcement efforts but press on even more so with a renewed sense of caution as we become the shield protecting the public from those who would harm them.

And that, in itself, becomes another milestone: the silver or gold badge we wear on our uniform. It is, indeed, the "shield", as it were,



to remind us of our sworn duty to protect the innocent and those on whom the evildoer preys.

Many of us have visited the **National Law Enforcement Officer Memorial Fund** wall in Washington, DC. No doubt, most if not all, have sought out the name of an officer who may have been a friend, partner, mentor, or all of those and more. As the tears welled up in our eyes, did we not recommit to honor their memory and redouble our efforts to serve and protect with greater fervor? I submit to you, at that point, those fallen officers have become milestones in our journey.

The influence of those brothers and sisters taken from us still affects today. Whether a passing thought, a poignant reminder, or some soft memory of that officer comes into our mind, we may pause, reflect, and confirm our dedication to the honorable and worthy task at hand: law enforcement.

The same feelings may have transpired in the first century following the death of Jesus. After His resurrection, Jesus appeared before two disciples who did not discern Him as the risen Christ and thought He was still dead. When Jesus left the two, one said to the other, "*Were not our hearts burning within us while he talked with us on the road and opened the Scriptures to us?*" (Luke 24:32)

Likewise, upon reflection of our fallen officers, perhaps we may have a variation but similar reaction to the thought of our former friend and colleague: were not our hearts burning (with re-commitment) to serve and protect even more so based on the sacred memory of those who have given their all?

Let us continue to honor those men and women who have worn the badge so honorably and who "gave their last full measure of devotion". Their commitment to duty, their lives, and their families become.



Peace and blessings,

Dan Bateman, *Chaplain*
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THE HISTORIAN'S SPOTLIGHT

by Pat Davis

Steve White

A native Pennsylvanian, **Steve White** was born and raised in North Philadelphia's Oak Lane section. He recalls the city as a great place to grow up with sports playing a large role in his childhood – from playing in the neighborhood to watching and listening to Phillies baseball, and Eagles football.

Following High School, Steve earned his Bachelor of Arts degree in International Relations at Saint Joseph's College, now University. His entry into law enforcement began as a United States Capital Police Officer, serving from December 1972 until January 1974. In February of 1974, Steve returned to Pennsylvania to join the Doylestown Township Police Department. He steadily advanced through the Department, serving as Sergeant and then Lieutenant before accepting the Chief's position in January of 1988. He fondly attributes his National Academy experience for thoroughly preparing him for the roles of Lieutenant and Chief during his tenure at the Doylestown PD. After twenty-four years of service as Chief, Steve retired from active law enforcement in 2012.

The White family has a long history of Law Enforcement service beginning with Steve's grandfather, **Thomas B. White Sr.**, who spent thirty-three years as a Philadelphia Police Officer serving from 1909 to 1942. Steve's uncle, **Bud White**, served as a Pennsylvania State Trooper from 1937 to 1942 at which time he left the State Police and joined the Philadelphia Police Department. For most of Uncle Bud's thirty-three year tenure as a Philadelphia officer he served in the rank of Lieutenant. In addition to his grandfather and uncle, three of Steve's cousins were career Philadelphia Police Officers. The cousins, Officer **Ann Thompson**, Detective **Joe White** and Sergeant **Kevin O'Rourke** served from the mid-1960s to the mid-1990's, and by the time of Steve's retirement in March 2012, the White family had a remarkable cumulative 103 years of continuous law enforcement service.



Steve White

Steve was selected to attend Session 117 of the NA, April to June 1979. His wife, **Janeen**, and three year old son, Shawn, heartily supported him in taking advantage of the opportunity. Though the median age for National Academy attendance is around forty, Steve was twenty-nine when he attended. He expressed concerns wondering if he could hold his own in terms of academics and leadership given his youth. What he discovered, was that the NA was the best confidence building opportunity he could, and did, receive.

He recalls that all of his classes were outstanding, yet singled out the Public Speaking class with Ancil "**Coach**" Sparks, followed by the constitutional law and forensic science classes as his favorites. As is true for many of us, Steve says, *"I loved every minute and would go again without hesitation, even as an Old Guy now."* *"The incredible classmates and experiences were awesome."* He notes that one of his session-mates was the Texas Ranger that killed the Texas Tower Sniper, **Charles**



Whitman. And before there was an enrichment night at the Academy, Charles relayed the story in a session in the auditorium. Steve says "... it was an unbelievable experience and although some misguided graduates say NA is short for never again, I cherished every minute of the experience." *"We were all very close and did everything together; whether in the classroom, gym or Board Room."* *"We had a great section."*

At the Academy, one of his suite-mates was **Roland Vaughn**. Who after graduating the Academy, became Chief of Police of Conyers, Georgia, and in 1991 became President of the International Association of Chiefs of Police (IACP). Knowing talent, Roland appointed Steve to the Executive Committee of the IACP in 1991. The term of that initial appointment was from 1991 through 1993 during which he served as the representative of Pennsylvania, Maryland & Delaware. After his initial term, Steve was selected to serve four additional two-year terms and was on the IACP Board of Officers as the Parliamentarian. Steve and Roland continue their close friendship to this day.

Since Session 117 was pre-Yellow Brick Road, the session attendees devised a running race consisting of a three-man relay around the 1.8 mile complex. When one of the relay runners came up lame at the last minute they asked Steve to fill-in a spot on the team. The teammates, feeling that Steve may have spent too much time in the Board Room, gave him the first leg to run so they could make-up his lost time as the relay went on. Little did they know he had a history of running prior to the attending the NA and he ran the opening leg so well that he was in first place with no-one within a hundred yards when he handed off the baton!

After graduating from Quantico, Steve became an active member of the National Academy Pennsylvania Chapter and attended all summer training sessions from the time of his graduation in 1979 to his year as President of the Pennsylvania Chapter in 1998.

The Pennsylvania Chapter alternated the Presidency between the Western and Eastern halves of the State. This however, was not the best of situations as the geographical coverage of the entire state was not an easy task during one's term and the Chapter felt fractured. The only event where the entire Chapter was able to come together was during the summer training session. To complicate this a bit further, the

continued on page 21

STAYING ON THE **YELLOW BRICK ROAD**



THE "5 IN 5" DYNAMIC WARM-UP: A SYSTEMS APPROACH TO PHYSICAL RE-EDUCATION

John Van Vorst

I recently reached my "lucky" 13th anniversary with the FBI's Physical Training Unit and spent a little time reflecting on the changes that have occurred during my tenure (and lamenting some things that still haven't changed). One of the changes I'm most proud of is the process by which we teach the warm-up portion of every National Academy class. In 2003, the standard warm-up procedures for NA physical training classes began with a walk around the gym, followed by a light jog around the gym, and eventually concluded with light static stretching. The truth is, that wasn't much of a warm-up and you deserved better, even if you didn't want it! Even the term "warm-up" isn't comprehensive enough to emphasize its significance in the overall physical training program. The dynamic warm-up is not only a chance to progressively increase heart rate and respiration (i.e. break a sweat); it's an opportunity to enhance movement efficiency through coordination and dynamic flexibility training, and build the body's mechanical resilience by accumulating mini-doses of functional strength training. If you're truly interested in reducing training-related injuries, this is how it's

Table 1: SAMPLE MOVEMENT DRILLS FROM STANDING

Multi-planar lunging and reaching patterns
Multi-planar jumping jacks
Jump Rope/ankle hops with forward, lateral and twisting patterns
Single leg squat and hold with opposite leg reach forward, lateral and rotary
Hurdle walks (over & under, multi-planar)

done. This article will briefly lay out a "5 in 5" approach for systematically warming up the body; movements performed from 5 different body positions for approximately 1-minute each or 5 minutes total. Remember, if you don't think you have time to warm-up, you don't really have time to PT.

MINUTE 1 – STANDING

The first minute of your "5 in 5" will be up on your feet, preferably moving across multiple joints (hips, knees, ankles, shoulders, elbows, etc.) and through multiple planes of motion (forward and back, side-to-side, and rotational). Big, compound movements will help get the blood flowing, but adding lateral and rotational components will challenge your coordination and flexibility. Table 1 lists some bodyweight-only ideas for starting your "5 in 5". If you have access to training equipment such as medicine balls, dumbbells and resistance bands, your options just got a lot longer.

TABLE 2: SAMPLE MOVEMENT DRILLS FROM PRONE POSITION

Bird Dogs (alternating arm-leg raises)
Bear Crawls (forward, backward, lateral and serpentine/rotational)
Scorpion Twists (lifting one leg up and across the body keeping hips low)
Spiderman Crawls (alternating knee-to-elbow)
Alternating Tummy Touches from Plank Position (brief tripod plank holds)

MINUTE 2 – PRONE

For the second minute, drop down to floor or mats and load the shoulders a little bit while focusing on maintaining good spinal alignment. Crawling in various patterns from the prone position and in all directions will most definitely increase your heart rate, but more importantly it will promote functional flexibility, along with shoulder and spinal stability. Ideas for movements from the prone position can be found in Table 2.

TABLE 3: SAMPLE SIDE BODY MOVEMENT DRILLS

"Bretzel" Stretch
Side Plank or "Pedestal" Leg Lifts (see Figure 1)
Side Plank Upper Body Twists
Wide Stance Hip Dips and Lifts
T-pushups (Pushup to Side Support)

MINUTE 3 – SIDE BODY (RIGHT & LEFT)

To be fair, this should probably be a "6 in 6" approach to allow for at least 1-minute on the right and left side of the body. Many of us have asymmetries that need addressed on both sides, and most of us are as weak as kittens in the side-support postures. Little bits of functional strength work, performed consistently in the warm-up (in addition to your program at large) will accumulate over time. Options for Side Body movement drills can be found in Table 3.

MINUTE 4 – SUPINE

Make sure you keep this one dynamic and spend a little time working from the supine or "belly up" position. Rather than flexing your spine repeatedly with a barrage of sit-ups or crunches, mobilize your hips, knees and ankles. It's also possible to "crab" crawl from supine to light up the posterior shoulders and upper back muscles. See Table 4 for supine movement drills.

continued on page 21

Staying on the Yellow Brick Road *continued from page 20*

TABLE 4: SAMPLE SUPINE MOVEMENT DRILLS

Shoulder Bridging
Active Straight Leg Raises (see Figures 2 & 3 for combined bridging and leg raises)
Multi-planar Crab Crawls
Hollow Body Rocks/Rocking Chairs
Dead Bug variations (see Figures 4 & 5)

MINUTE 5 – TRANSITIONING FROM GROUND TO STANDING (AND BACK)

Getting up and down from the ground efficiently is an underrated skill, and provides numerous options for you to work on total body coordination, dynamic posture and balance, and structural strength. The “*Turkish Get-up*” exercise, commonly demonstrated with a single kettlebell held overhead, can be performed without load to simple rehearse changing levels efficiently (even tactically). Quickly, but efficiently, get up from the ground, drop to prone, turn from side-to-side or flip to supine and return to standing. The old-school 8-count or 10-count “bodybuilder” exercise provides limitless variations for dropping down to the ground and addressing some of the other positions described earlier. Lastly, these full body transitions from the ground to standing will most definitely assure that a warm-up is achieved.

In summary, the “5 in 5” warm-up system is actually far more than a warm-up. It is simultaneous balance, coordination, mobility and strength training in small doses that add up to big benefits when consistently performed over time. Use the **Functional Movement Screen** exercise library, or other resources, to build your “5 in 5” playlist. Stay strong and stay safe!

References and Resources

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 Functional Movement Screen exercise library (www.functionalmovement.com/exercises)

About the Author: **John G. Van Vorst** is a Health & Fitness Instructor within the Physical Training Unit at the FBI Academy. He holds a master’s degree in exercise physiology and is certified by the American College of Sports Medicine, the National Academy of Sports Medicine and the National Strength and Conditioning Association. He also serves as a defensive tactics instructor for the FBI New Agents Training program. John.vanvorst@ic.fbi.gov.



Figure 1: Side Pedestal March



Fig 2: Shoulder Bridge Leg Raise Start

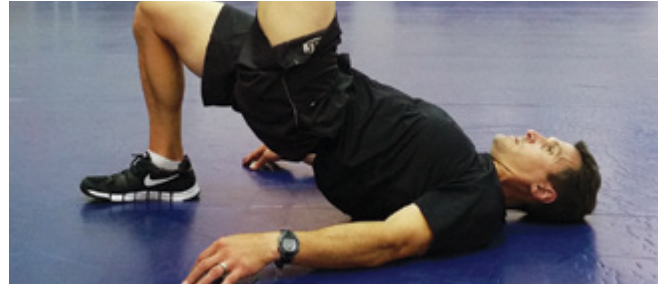


Fig 3: Shoulder Bridge Leg Raise Finish



Fig 4: Dead Bug Start



Fig 5: Dead Bug Finish

The Historian’s Spotlight *continued from page 19*

Western half of the state had their own governing board, in addition to the State Board. Steve saw an opportunity to facilitate a split of the Chapter into true halves, and with others, used the FBI Field Office model and divided the state into two Chapters using State College as the dividing line. He is proud of his role during this negotiation and the formation of the two Chapters; PA East and PA Western Chapter. His leadership in effectuating this change allowed the two chapters to become much stronger and effective in continuing the NA mission than the single state chapter was able to do.

Since his retirement from the Doylestown Township Police Department in 2012, he is enjoying his new career, of four plus years, as Director of Security at Doylestown Hospital. He states that “*It is both challenging and rewarding especially since it is in the community that I served as a police officer for more than 38 years.*”

Patrick Davis, Session 152
 FBINAA Historian

Legacy of Service *continued from page 13*

Understandably then, there were significant differences in perceptions of local law enforcement based on ethnicity. White/Caucasian youth agreed significantly more that law enforcement officers use the right amount of force in each situation and reported higher trust in law enforcement officers in their community, compared to African American youth. Additionally, African American youth were more likely to agree that law enforcement officers being unfair towards people of color.


Furthermore, perceptions of local law enforcement differed depending on whether youth had interacted positively, negatively, or not at all with law enforcement in the past year. Simply put, youth who had observed or personally experienced a negative interaction with law enforcement had less positive perceptions of the local law enforcement.

Moving Forward

As we look to the future, Boys & Girls Clubs of America is exploring ways to enable local Clubs to not only provide quality programming in their communities, but to serve as conveners of the youth / community / law enforcement agency relationship to foster reconciliation, understanding, and healing. By leveraging current partnerships and forging new ones, Clubs will advance and strengthen these relationships to build trusting partnerships for the future. Our strategies will focus on:

- Creating a youth-led dialogue series to promote discourse and understanding between youth and law enforcement;
- Providing thought leadership at a national level and in collaboration with like-minded community and law enforcement groups to promote community solutions to bridging the law enforcement – youth divide;
- Providing assistance and training to ensure Clubs have the resources they need to develop these relationships. These resources will be tailored to meet local needs, including Clubs located on Native lands, in rural and inner city areas, in public housing and in school facilities;
- Forging and expanding relationships that will ensure that all Clubs have the opportunity to include law enforcement officers on their local

- board of directors or other leadership positions in the Club; and
- Engaging communities while capturing the youth voice

law enforcement officers were easy to talk to and respectful towards young people, compared to those who had or observed a negative interaction in the past 12 months. 

In February 2016, 62% of Boys & Girls Clubs non-military organizations – more than 2,400 Club facilities overall – participated in a survey on their relationships with law enforcement. The survey found:

- **92%** of surveyed Boys & Girls Club organizations have existing partnerships with law enforcement agencies
- **56%** have members of law enforcement on their advisory board and committees
- **95%** of the organizations that don't have partnerships with law enforcement would like to establish them
- **55%** of organizations reported that law enforcement officers serve as mentors to youth in Clubs
- **21%** of organizations reported that officers served as coaches
- **Nearly 1 of 3 organizations reported working with law enforcement to recruit high-risk youth into Clubs**
- More than 10%** of our organizations reported working in juvenile detention centers

By working in partnership, Boys & Girls Clubs and law enforcement agencies can have a profound impact on our nation's youth, while laying the groundwork to enhance perceptions of law enforcement for the next generation. We understand that this isn't a police issue or a youth issue... it's an issue that relates to the success of our communities and our nation. Luckily, Boys & Girls Clubs are here to help build these bridges, just as we have been doing for 155 years.

Additionally, those who had no interactions and those who had or observed positive interactions reported significantly greater trust in law enforcement and felt more protected by law enforcement, as well as believed

About the Author: **Damon A. Williams, Ph.D.** is Senior Vice President, Program, Training & Youth Development Services for Boys & Girls Clubs of America. Dr. Williams is responsible for leading the national program strategy and the strategic goals of strengthening the impact of Clubs, including the programs supporting the targeted areas of our strategic plan---Academic Success, Good Character and Citizenship, and Healthy Lifestyles. He comes to us with 16 years of youth development and executive management experience, most recently as Associate Vice Chancellor, Vice Provost, Chief Diversity Officer and faculty member in the department of educational leadership and policy analysis with the University of Wisconsin-Madison. Damon has a doctor of philosophy in Organizational Behavior and Strategic Management from the University of Michigan.

In March 2016, nearly 1,800 teens attending the 49th annual Keystone Conference in Dallas, TX – BGCA's premiere character and citizenship program for teens aged 14-18 years old. While there, attendees participated in a pilot survey to gain a better understanding of current teen experiences and attitudes, both in and out of the Club.

The data from our survey represents the responses of 1,264 teens across 304 Clubs located in 43 US states and territories, as well as 7 international countries. Importantly, in spring of 2017, BGCA will include these survey items on our National Youth Outcomes Initiative, an annual survey that collects data from more than 165,000 Club members from more than 2,500 Clubs across the country. Here are the results from that survey:

- **61%** of youth had not interacted with law enforcement in the last 12 months
- **41%** of youth had either seen or had a positive experience with law enforcement; **18%** had either seen or had a negative experience with law enforcement
- **85%** believe that law enforcement officers in their communities provide services that are wanted and that officers do a good job
- **63%** believe that law enforcement officers are unfair towards people of color
- **52%** felt afraid to interact with law enforcement
- **44%** do not think highly of law enforcement
- **43%** believe that young people and law enforcement officers do not communicate well with each other

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■ **James Michael Potter** (60) December 13, 1955-July 12, 2016 passed away due to health complications. He was a dedicated member of the Salt Lake County Sheriff's Department and the law enforcement community. He served in various capacities to include; PIO, SWAT, and Captain over detectives and special crimes. He retired due to health concerns, after a distinguished career. He attended FBI NA session # 189. Sincere condolences to all who knew him.



James Potter

■ On June 20, 2016 Utah Department of Public Safety/Utah Highway Patrol promoted **Michael S. Rapich** to the rank of Colonel. He has been with the UHP for 24 years. Attended Session # 240. Congratulations and Best Wishes to Colonel Rapich in his new leadership role.



Michael Rapich

■ Colonel **Daniel Fuhr** of the Utah Highway Patrol retired July 16, 2016. He retired with 22 years of dedicated service. He was an exceptional leader. Attended Session #236. Best Wishes to Danny in his future endeavors.



Daniel Fuhr

WASHINGTON

■ Commander **Katie McClincy** retired on April 30th, 2016 from the Renton Police Department. Katie was hired by Chief **Garry Anderson** on January 1, 1985 and attended the 205th Session of the National Academy. Katie had these thoughts to share: *"Renton is a great department, and I have a lot of good memories accumulated. I had the honor of working with many talented people of good hearts and mindset, not only in law enforcement, but in other disciplines as well. I also was blessed with mentors throughout the journey who had a profound effect upon my career and upon my growth, both professionally and personally. I will always be indebted to them. It was one of those mentors who made the FBINA possible for me, and it was an experience I will never forget. I still get the urge to head to the east coast every Spring, as it was a Spring session I attended! I still stay in contact with my roomie, who was from Scotland, and who greatly added to my experience there. As for retirement plans, I'm thinking second childhood. In addition to that, finish the retirement home, golf, hike, roll in pixie dust, sing loudly; watch reruns of "Fixer Upper", watch meteor showers, and watch for the mothership to return; sniff flowers, take pictures, and make moonshine; garden, cook stuff, and talk to the horses down the road. That mostly covers it." Great goals, Katie, and your chapter friends wish you the best!*



Katie McClincy

■ Effective June 1, 2016, **Tim Shea** #228 became the Chief of Police for Boulder City, NV. He

wants to share his new email address : TShea@bcnv.org. Tim said he doesn't want to miss out on any of the chapter emails and will continue as a member of both the Washington and Nevada Chapters.

OTHER TRANSITIONS

■ Captain **Mike Pendrak**, #226 from King County S.O. is retiring after 36 years service, effective July 1st.

■ **Rick VanLeuven**, #237 will be retiring from the Spokane County Sheriff's Office after 35 years of service.



Rick VanLeuven

He served as the Spokane Valley Police Chief

for just over nine years at the end of the 35 year period.

■ **Rick Kieffer**, #205, has had a rich and varied career. He was first commissioned in 1977 as a reserve with Normandy Park PD, switched over to Des Moines PD for a couple of years before being hired full time with Normandy Park in 1979. He bounced between Assistant Chief and Interim Chief for two years until 1994 when he finally became the official Chief until his retirement in 2012. Rick has been certified as a Firearms Officer, SWAT cop, instructed at the Des Moines PD Reserve Academy in Officer Survival, Use of Force and Ethics and was later an instructor at Highline Community College for four years teaching Conflict Management. Rick was also involved in professional organizations such as the Coalition of Small Police Agencies in King County, Washington Association of Sheriffs and Police Chiefs (WASPC) and International Association of Police Chiefs (IACP). He was honored to spend a week in

England when he was selected for the Northumbria Police Exchange Program. Rick served as the Washington State Director for the Law Enforcement Torch Run for a several years, where a high point was in 2005 when he ran the final leg across the Northern Prefecture of Japan in the dead of winter.

However, after his 2012 retirement, a new avenue opened up to him that he never would have imagined during his days on the job. His nephew **Sean Gleaves** co-wrote a WWII screenplay with fellow writer **Hallie Shepherd**. This screenplay, entitled "The Last Rescue," was produced by Fireshoe Productions (www.Fireshoe.com & www.Facebook.com/Fireshoe). As an investor in the film, Rick flew down to Alabama in 2013 to help out on set. Rick must have made quite an impression as he was eventually asked to play a part of a dead soldier in a battle scene. He was so convincing (remember: as a dead soldier!) that **Eric Colley**, the director, later put him in an action scene. However, according to Rick, the final cut of the scene only shows him for two frames so perhaps the director wasn't that impressed.

He said a high point was wearing an authentic WWII uniform that included a pair of jump boots that were worn in the D-Day jump and one combat jump into Italy by a real live hero of the 82nd Airborne Paratrooper. After the shoot, Rick said he really tried to talk the prop master out of the boots but they were one of his prize possessions so Rick had to give them back. As with all great actors, Rick feels his best talents were left on the cutting room floor. However, he was able to call upon his previous experience as a Firearms Officer and help a few of the actors with their weapons during this WWII film shoot. In 2015,

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Rick Kieffer wearing the authentic uniform of a WWII soldier (*The Last Rescue*).



Edward Kabl (Actor) from "Last Seen in Idaho" while distributing hand guns for a scene.



Rick showing Actor Brett Cullen the basics of a Smith & Wesson revolver (*The Last Rescue*).

Fireshoe Productions contacted Rick and brought him in on their latest project as their Armorer and Firearms Safety Officer. The movie "Last Seen In Idaho" was filmed throughout the Puget Sound region and it stars **Casper Van Dien** (www.LastSeenMovie.com). During the filming of "Last Seen in Idaho," Rick met new crew members and from there, he was offered a job on another movie

in Eastern Washington as the Firearms Safety Officer, Armorer, and possibly a police consultant. This has led to additional offers from other indie filmmakers to serve a similar capacity on their film crew.

Recently he was re-hired by Production Designer **Peter Spawn** who is local to the Puget Sound but also served previously as a medic in New Orleans. Rick is loving the transition into this new career which he describes as "all the shootouts with no live rounds". 🍷

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The Charitable Foundation is pleased to announce 2016-2017 collegiate year scholarship awards. We received an outstanding group of applications from FBI-NAA member children and grandchildren. Reviewing the applications, it soon became obvious, NA children are over achievers like their NA sponsors, making competition very keen. It is clear our future is in good hands. The ten \$1,000 scholarship award winners are:

NAME	SECTION	CHAPTER	SPONSOR	SESSION
Zachary Lythgoe	I	AZ	Anthony Lythgoe	252
Hailey Lekan	I	AZ	Scott Lekan	236
Reagan Escudé'	II	LA	Philip Escudé'	215
Rebekah Rhoad	II	KS/W MO	Scott Rhoad	217
Kelly Cabaniss	III	SC	Charles Cabaniss	135
Jericho Searcy	III	GA	Charles Nevin	144
Kaila Fitzgerald	IV	NY/E CAN	Kevin Fitzgerald	189
Caile Coughlan	IV	NY/E CAN	Brian Coughlan	235
Blair Bonner	Society of Former Agents of the FBI			
Sydney Sheridan	Society of Former Agents of the FBI			

We are already looking forward to the 2017-2018 scholarship awards. Please feel free to contact **Bob Young**, FBINAA Charitable Foundation Board Member, with any questions at bob.young@fbinaafoundation.org or 517-655-4222. 🍷



Zachary Lythgoe, Anthony Lythgoe



Scott Rhoad, Rebekah Rhoad



Scott Lekan, Hailey Lekan



Jericho Searcy, Charles Nevin



Reagan Escudé'



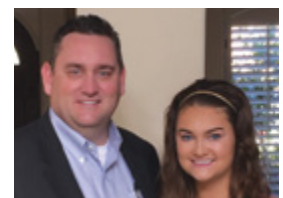
Kevin Fitzgerald, Kaila Fitzgerald



Caile Coughlan



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