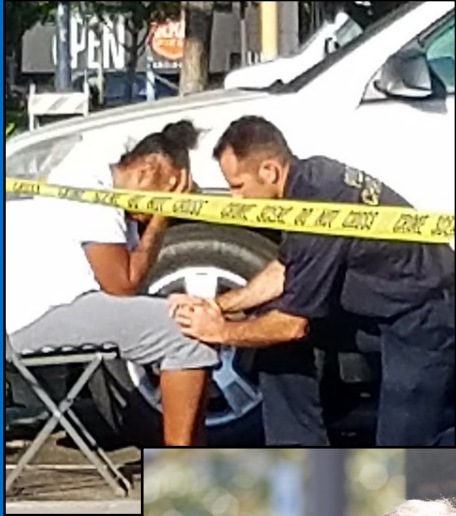


Stockton Police Chaplaincy

# Strategic Plan

2020-2022



## A Letter from Senior Chaplain Jesse Kenyon:

The Stockton Police Chaplaincy is in its 22<sup>nd</sup> year of service and is, by the grace of God, continuing to grow and meet challenges. It is incredible to see what God has been able to do with the willing hearts of the men and women working in the capacity of “Police Chaplains.” Pastors from across the city have volunteered their time, given their support and lifted up the essential work of the Stockton Police Department. Our Chaplaincy Board has both grown with drive and talent and become more effective at leading and supporting the Chaplaincy.



Now more than ever, the support of Chaplains in Law Enforcement is essential to the wellness and balance of those serving our communities in Law Enforcement. As the Law Enforcement Industry works diligently to ensure they are meeting and exceeding community expectations, it creates significant pressure, especially when mainstream media and public sentiment can be quite critical. If they are to be successful, they must not only look inside, but reach outside.

The Stockton Police Department has chosen to invite the Chaplaincy to help them become the best they can be. To that end, Stockton Police Chaplaincy has been proven to be trustworthy, helpful and willing to come alongside the Stockton Police Department in their mission to develop community trust and mutual respect while reducing crime and improving the quality of life. What follows in this document is a prayerfully crafted roadmap of goals and overarching direction for the Chaplaincy as we strive to focus our efforts and resources to the Kingdom work God has set before us.

As Pastors and men and women of faith, it is our great privilege to serve the Stockton Police Department in a capacity that enhances their resilience in serving our city as well as increasing their success in an essential and honorable profession, especially recognizing we have been entrusted with a unique area of Kingdom service. Through the combined efforts of the Chief’s Office, the Chaplaincy Board, generous donors and dedicated Chaplains we have brought true meaning to the phrase *“Together, with God’s help, we can make a difference!”*

Handwritten signature of Jesse L. Kenyon in blue ink.

Jesse L Kenyon  
Senior Chaplain  
Stockton Police Chaplaincy

## The Stockton Police Chaplaincy Three Year Plan

### Mission Statement:

“To support the Stockton Police Department personnel, their families, and the community.”

### Goals and Objectives for 2020:

- To increase active duty Chaplains on Patrol and in Public Schools
- Add a Part-time Administrative Assistant
- Development of the Community Chaplaincy
- Conduct the first Officer and Spouse Retreat
- Establish an Emergency and Long-term Succession Plan for the Senior Chaplain
- Plan and conduct an Officer and Family Community Appreciation Event
- Writing of protocols for the Chaplaincy by the Senior Chaplain

### Goals and Objectives for 2021:

- To increase and maintain a minimum of 15 active Police Chaplains
- The placement of a part-time Deputy Senior Chaplain as a paid position
- Implementation of the Community Chaplaincy Program
- Continue annual Officer and Spouse Retreat

### Goals and Objectives for 2022:

- To Increase the part-time Deputy Senior Chaplain to full time
- To add to the Community Chaplaincy Program a Homeless Chaplain
- To anticipate the addition of a Homicide Chaplain into the Stockton Police Chaplaincy

Note: This Three-Year Plan is to be reviewed and updated annually by the Chaplaincy Board and presented to the Chaplains for their review and input.



## Chaplaincy Background

Under the leadership of Chief Eric Jones, individual wellness is a strong focus for the Department because, in today's world, the work of Law Enforcement is more complex and challenging than ever. As the Stockton Police Department works to build trust and maintain order and safety in the community, it must routinely navigate many delicate issues, many of which have deep spiritual foundations. With a major focus being the reduction of violence and guns in the community, the need to address the trauma to families and reduce the impact on future generations can be accomplished through intentional community crisis care.

The Chaplaincy program began in 1997 out of a need to serve the Officers with healthy spiritual help and advice. A letter was sent out inviting the Pastors of Stockton to consider serving in this capacity. A large number responded resulting in 16 pastors graduating from the first Chaplaincy academy.

The program has continued to grow and expand improving the effectiveness of meeting Department and Community needs. In 2006, a full time Senior Chaplain was added to manage the program and serve the officers. In 2007, we added the School Resource Chaplaincy Program. The City originally had 25 School Resource Police Officers. Unfortunately, due to budget cuts that number has fallen to three. It was the goal of the Stockton Police Department and the Senior Chaplain to place Chaplains in the schools to serve as department representatives, therefore bridging the gap between the schools and the PD that was left when the School Resource Officers were taken out of the schools.

Our current workforce consists of younger Officers many of which are starting relationships, families and other foundational life processes. Additionally, due to difficult societal issues and delicate public perceptions, it is vital to ensure that our men and women serving in Law Enforcement are given every tool and resource to maintain a healthy, well balanced approach to their mission. This means ensuring our Chaplains are highly trained and routinely present to assist as needed. It also means adding programs to our service that will assist officers in maintaining a healthy mental, physical and spiritual balance both in their personal and professional lives.

At the Stockton Police Chaplaincy, because of our spiritual makeup, we are uniquely qualified to address the need for healing in our community in ways that current governmental resources are not equipped to handle. With this in mind, a future addition to our program of Community Chaplains would complement the mission of the Stockton Police Department as well as more thoroughly impact our community's mental, physical and spiritual wellbeing.



There are currently eighteen chaplains with ten assigned to patrol and eight school resource chaplains. Some Chaplains have greater degrees of commitment than others. The recruiting of new chaplains must be the duty of all involved in the Chaplaincy and not just the Senior Chaplain. Referrals are always the best “leads”. At least one academy needs to be completed every year with a minimum of four new chaplains while non-compliant Chaplains are challenged to step up to the minimum requirements as published and agreed upon.

## Goals and Objectives for 2020

The most important goal to move the chaplaincy forward is a part-time administrative assistant which will greatly relieve many of the daily office functions of the Senior Chaplain. The right person is presently being sought and the proposed compensation for 2020 is included in the proposed budget. The task of proposing this budget item was assumed by the Treasurer and Financial Committee. This person would initially be paid for 10 hours a week and will also likely be a person with the appropriate skill set to function efficiently in this position.

This year will become the year of development for the long-awaited Community Chaplaincy. Specific plans and goals will need to be clearly laid out so that the implementation of the Community Chaplaincy can take place in 2021. These plans will likely include meetings with local Pastors to explain this program and hopefully permission to speak in some of the Churches to encourage men and women to prayerfully consider becoming a Community Chaplain after explanation of this program.

The first Officer and Spouse retreat is being planned for 2020. It is felt that this event needs to be an annual event funded through the Police Chaplaincy program which requires planning to raise the \$4-5,000 for each of these events. It is believed that this event will not only bond the chaplaincy even more to the Police Department but will also allow many businesses in our community to get behind and support such an event.

A written succession plan must be prepared and approved by the Chaplaincy Board. These plans must include first a written Emergency Plan in the unfortunate event of the Senior Chaplain being unable to perform his or her duties. This would include plans for sudden death, disability, or mental incapacity. Financial commitments must be in writing so as much as possible take feelings out of the equation. A long-term transition plan must include options for honorably and dishonorably being removed as the Senior Chaplain. Written plans that are signed by the Senior Chaplain and representatives of the Chaplaincy Board are the keys to these plans being followed.



An annual Officer's and Family Community event will help in bringing together not only senior staff but also front-line police officers together in a community event sponsored by the Police Chaplaincy. Various "First Responder" agencies will be invited to participate in this community event to provide face to face contact between law enforcement, first responders and the community. This event will continue to grow each year. An appropriate venue will need to be located and evaluated.

The development of written protocols for the Chaplaincy by the Senior Chaplain will greatly help in the responses to critical events that occur in our community that involve Police Chaplains. This will lessen the necessity for Chaplains to question what their responses should be and will give guidance to what they need to do in the event of certain critical events. The events for such protocols need to be decided first and a plan to complete those protocols in a timely manner needs to be prepared. The Stockton Police Protocols need to be the guidelines for the protocols of the Chaplaincy.

Even with the implementation of the Community Chaplaincy this year a minimum of fifteen to twenty active Police Chaplains would be needed to maintain and even increase the Chaplain's involvement and presence in the Stockton Police Department.

## Goals and Objectives for 2021

With the establishment of a part-time administrative assistant for the Senior Chaplain in 2020, the next step for continued growth will be the placement of a part-time Deputy Senior Chaplain as a paid position. Again, the right person needs to be sought out and appropriate compensation considered. As stated by the consensus of the Executive Committee the right person in this position will generate within a year or two the amount of their compensation because of the strengths they bring to the Chaplaincy and its diversification.

With the addition of the Deputy Senior Chaplain, the Community Chaplaincy that was planned and promoted the previous year can now be implemented and begin the process of growth. The leadership of the Chaplaincy Board believes that a Community Chaplaincy, as it is explained and "bought into" by community leaders and the community at large, will produce the income necessary to drive this program forward. The Community Chaplains will not have the regular access to the Police Department. Therefore, separate offices and sometimes meeting facilities will need to be sought out.



Churches or perhaps some City or civic-minded businesses may prove a solution to this matter. At present there are no funds presented in the budget for this program but will need to be added in the 2021 budget when reviewed.

The annual Officer's and Spouse's Retreats need to be continually planned and successfully brought about. Fundraising for these retreats must continue year around and presented to the public and businesses to secure their support for such a huge benefit to our Police Department and their families. The complete wellness of the Police Department will depend on the complete wellness of the families in the Department.

In this year the goal will be to increase the part-time Deputy Senior Chaplain to full-time with appropriate funding being secured and raised. The exact duties of the Deputy Senior Chaplain would be decided by the Senior Chaplain as he or she seeks advice and input of others including the Board. The treasurer and finance committee would be the initial part in the financial planning for this person during the budgeting process for the year of 2022.

## Goals and Objectives for 2022

During this year under the Community Chaplaincy a Homeless Chaplain would be designated and added. This Chaplain would likely be volunteer but could incorporate into a paid position depending upon available funding from various other sources familiar and friendly to the homeless community.

By this year it is anticipated and planned that a homicide chaplain could be incorporated into the Stockton Police Department. This person would more than just show up during the initial event. This homicide chaplain would hopefully stay with the family and be their liaison to the Police Department and through the trial phase as well. This would take a unique person with a special heart and great discernment to deal with the many parts of this position.

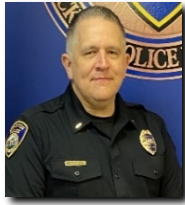
There were many other plans discussed that can be incorporated into these plans or future plans for example a Post-Certification Academy for the Police Chaplaincy. But these that have been presented will require dedicated chaplains and a committed chaplaincy board to support the chaplains that serve either by a paid position or at most by volunteer.

## Future Plans

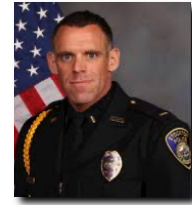


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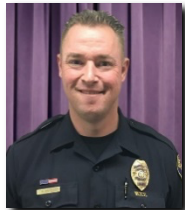
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