



NORTHWEST ILLINOIS LAW ENFORCEMENT
EXECUTIVES' ASSOCIATION

MEETING

DATE: Sunday, January 19, 2025

TIME: 5:00 pm

Location: Desoto House Hotel (Parker Room)
230 South Main Street
Galena, Illinois 61036

- I. Call Meeting to Order
President Chief Matt Hollinger
- II. Introduction of Guests
- III. Old Business
 1. Approval of November 6, 2024, Minutes
 2. Approval of Treasurer's Report
 3. Update from Other Organizations
 4. Update on Training
 5. Correspondence

IV. New Business

1. Program – None

Training on January 20, 2025

0800 Ballroom

Presenter: Dr. Michael Schlosser

Agency-Driven Wellness: Leadership
Strategies for Police Officer Health and
Resilience

2. Next Meeting – Wednesday, March 12, 2025

TBD

3. Adjournment



**NORTHWEST ILLINOIS LAW ENFORCEMENT
EXECUTIVES' ASSOCIATION
November 6, 2024
Rockford, Illinois**

The November 6, 2024, meeting of the Northwest Illinois Law Enforcement Executives Association was held at Stewart Centre West 2900 West Pearl City Road, Freeport, Illinois presided by Stephenson County Sherrif Steven Stovall. The Legislative Luncheon was hosted by Representatives John Cabello and Tony McCombie.

CALL TO ORDER:

President Stovall called the meeting to order at 11:20 a.m.

INTRODUCTION OF GUESTS: ILETSB Investigator Jan Noble introduced Deputy Directory Anthony Cobb, Director Jeff Schelling of MTU2 introduced MTU1 Director Jeff Ragan, and Course Auditor Christina Whisenand.

OLD BUSINESS: - No discussion.

APPROVAL OF MINUTES:

Rockford Chief Redd made the motion to approve minutes of the September 11, 2024, meeting, seconded by Belvidere Deputy Chief Smaha. Motion carried.

TREASURER'S REPORT:

Secretary/Treasurer – Winnebago Chief Jeff White provided the Treasurer's report dated November 6, 2024. The First National Bank Account Balance totaled: \$ 12,722.04 (Checking balance \$8,933.09 and CD \$3,788.95). Rockford Chief Redd made the motion approve the Treasurer's report, seconded by Rockford Police Department Business Mangager John Pozzi. Motion carried.

UPDATE FROM OTHER ORGANIZATIONS:

Investigator Jan Noble of ILETSB provided an update on two upcoming grants: FY 2025 Recruitment & Retention, and Camera Grants again reminded everyone that by January 1, 2025, all officers must have body worn cameras.

UPDATE ON TRAINING:

Jeff Schelling, Executive Director Mobil Training Unit #2, provided information on training opportunities. Mr. Schelling extended appreciation to the legislators who attended the open house on September 27, 2024. School of Staff and Command begins February 10, 2025.

Jerry Whitmore, Region Director of the Illinois Law Enforcement Alarm System, briefly mentioned the March 30 – April 1 Conference. Also, contact him with questions regarding the Taser Grant.

CORRESPONDENCE: None reported.

NEW BUSINESS:

1. Nominations/Appointment of 2nd Director: Sterling Chief Chavira, seconded by Jo Daviess County Sheriff Turner to nominate Cherry Valley Chief Stockburger. Motion carried.
2. Legislative Updates: Representatives John Cabello read Resolution #237 honoring former Senator Stewart 10 years serving the state and his commitment to the community and law enforcement. He spoke about the election outcome also took questions from the attendees. Representative Tony McCombie expressed her thanks to everyone, she also briefly noted a few of the upcoming legislative concerns, and specifically noted fentanyl. Senator Andrew Chesney, Representative Joe Soznowski spoke about a referendum regarding the immigration situation, all expressed their appreciation for the law enforcement members. Representative Jeff Keicher spoke about the Safer Communities, and the Safe-T Act concerns. Laura Pollatrini (Congressman LaHood) introduced herself and stated she could be contacted if any assistance is needed regarding legislative issues/concerns.

NEXT MEETING:

Wednesday, January 19, 2025 – Winter Retreat in Galena, Illinois.

ADJOURNMENT:

Rockford Chief Redd made the motion to adjourn, seconded by Jo Daviess County Sheriff Turner. The meeting was adjourned at 11:57 a.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "J. White", written over a horizontal line.

Chief Jeff White,
NILEEA Secretary/Treasurer

Prepared by
Kellie Symonds



**Northwest Law Enforcement
Executives' Association**



Treasurer's Report
January 19, 2025

Transactions		Balance
	First National Bank of Winnebago Checking	
		BALANCE \$8,933.09
	First National Bank of Winnebago CD	\$3788.95
	Petty Cash on hand	\$ 0.00
	Total	\$12,722.04



Northwest Illinois Criminal Justice Commission

Jeff Ragan, Regional Director
2308 E. Lincolnway, Suite E - Sterling, IL 61081
Phone: 815-288-6695- Fax: 815-288-6787- www.mtul.com

Mobile Team Unit #1 is funded in partnership with the Illinois Law Enforcement Training & Standards Board

Agency-Driven Wellness: Leadership Strategies for Police Officer Health and Resilience

DATE: January 20, 2025

Registration Ends: January 20, 2025

TIME: 8:00 AM—12:00 PM 4 Hours

LOCATION: DeSoto House Hotel, 230 S. Main St. Galena, IL 61036

INSTRUCTOR: Dr. Micheal Schlosser

The first day of this class includes an SFST refresher

PURPOSE OF COURSE

The purpose of this course is to provide police administrators and law enforcement professionals with essential knowledge and practical skills to foster a culture of wellness within their agencies. This course addresses the importance of agency-driven wellness initiatives that integrate physical, cognitive, emotional, social, and ethical well-being, and highlights how wellness programs directly impact ethical decision-making, resilience, and effectiveness in the policing profession.

COURSE DESCRIPTION

This 4-hour course is designed to enhance the well-being of law enforcement personnel by promoting wellness practices that align with agency leadership and organizational culture. Topics include managing stress, ethical considerations, and practical wellness strategies tailored to the unique demands of law enforcement. A special focus is given to supporting police administrators in promoting a wellness-focused agency environment, equipping them with tools and strategies to sustain positive, long-term wellness initiatives within their departments.

GOALS/OBJECTIVES

- Understand Stress in Policing: Identify common stressors in law enforcement, including job demands and organizational pressures.
- Identify Stress-Related Concepts: Define role overload, role conflict, and role spillover, and explore their impact on officer well-being and agency effectiveness.
- Recognize Consequences of Poor Stress Management: Examine risks such as burnout, PTSD, and moral injury, and understand their broader impact on the agency.
- Promote Ethical Standards Through Wellness: Explore how a wellness-centered approach supports ethical behavior and decision-making in policing.
- Develop Personal and Agency Wellness Codes: Engage in exercises to establish a personal moral code and explore agency-level wellness principles.
- Apply Key Research Findings: Review research on common health challenges, suicide



risk, and coping strategies among law enforcement officers, and apply this knowledge to policy development.

- Integrate Wellness Dimensions in Agency Culture: Discuss the physical, emotional, cognitive, and social aspects of wellness and their role in building a resilient, high performing agency.
- Empower Leaders to Promote Wellness: Equip police administrators with the knowledge to implement and sustain wellness initiatives that support both individual officers and overall agency integrity.

Partial funding provided by Illinois Law Enforcement Training and Standards Board and MTU#1's request for certification of this course has been approved by the Illinois Law Enforcement Training and Standards Board

THIS IS NOT A PUBLIC MEETING

This course has been approved by ILETSB to meet the following mandates:

Crisis Intervention (1 hour)

Officer Wellness/Mental Health (3 Hours)

Agency-Driven Wellness: Leadership Strategies for Police Officer Health and Resilience
4 Hour Course
Law Enforcement Expert, Training & Consulting, LLC



Dr. Michael Schlosser Bio:

Dr. Michael Schlosser, a distinguished and accomplished individual, brings a wealth of experience and expertise to the realm of law enforcement and police training. With an illustrious career spanning over 40 years, he has left an indelible mark on the field.

Dr. Schlosser's journey commenced as a dedicated member of the Rantoul Illinois Police Department, where he served for two decades and retired as a Lieutenant. During his tenure, he held a multitude of significant roles, including field training officer, detective, juvenile officer, wellness director, and canine supervisor, among others. His steadfast commitment to improving police practices and officer well-being became evident even at this early stage in his career.

In pursuit of academic excellence, Dr. Schlosser embarked on an educational journey that culminated in a remarkable array of qualifications. He holds a master's degree in public administration from Governor's State University, a master's degree in legal studies from the University of Illinois-Springfield, and a Doctorate in Education from the prestigious University of Illinois at Urbana-Champaign.

With a passion for sharing his knowledge and expertise, Dr. Schlosser's career transitioned into academia, serving as an instructor for nine years before being appointed as the Director of the renowned Police Training Institute at the University of Illinois. His influential leadership and unwavering dedication as Director spanned eleven years, making a significant impact on the institute's legacy.

At the helm of PTI, Dr. Schlosser introduced groundbreaking initiatives aimed at police reform. He revolutionized police training by implementing innovative curricula, with a primary focus on de-escalation training, community policing, and intensive integrated scenario-based training. Through his visionary approach, he strove to shape a more compassionate and efficient law enforcement system.

Recognized as an esteemed authority in his field, Dr. Schlosser has been an instrumental force in collaborative research projects with various colleges at the University of Illinois. His contributions extend beyond academia, as he has authored numerous influential articles and co-authored the book "The POWER Manual: A Step-by-Step Guide to Improving Police Officer Wellness, Ethics, and Resilience." His valuable insights have been shared across various media platforms, including radio and television appearances.

Dr. Schlosser's commitment to sharing knowledge and promoting positive change is evident in his prolific speaking engagements, having delivered over two hundred presentations across the nation. His topics range from community policing, police tactics, and use of force to the critical intersection of police and race, diversity, police officer wellness, and police family wellness.

In summary, Dr. Michael Schlosser's distinguished career and contributions to the field of law enforcement exemplify his unwavering commitment to promoting safer communities and fostering a more enlightened and compassionate approach to policing. His trailblazing efforts continue to resonate across the country, leaving an enduring legacy of transformative impact on American law enforcement.

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GOALS/OBJECTIVES

1. **Understand Stress in Policing:** Identify common stressors in law enforcement, including job demands and organizational pressures.
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3. **Recognize Consequences of Poor Stress Management:** Examine risks such as burnout, PTSD, and moral injury, and understand their broader impact on the agency.
4. **Promote Ethical Standards Through Wellness:** Explore how a wellness-centered approach supports ethical behavior and decision-making in policing.

5. **Develop Personal and Agency Wellness Codes:** Engage in exercises to establish a personal moral code and explore agency-level wellness principles.
6. **Apply Key Research Findings:** Review research on common health challenges, suicide risk, and coping strategies among law enforcement officers, and apply this knowledge to policy development.
7. **Integrate Wellness Dimensions in Agency Culture:** Discuss the physical, emotional, cognitive, and social aspects of wellness and their role in building a resilient, high-performing agency.
8. **Empower Leaders to Promote Wellness:** Equip police administrators with the knowledge to implement and sustain wellness initiatives that support both individual officers and overall agency integrity.

COURSE PREREQUISITES

Must be a certified Illinois Law Enforcement Officer to attend. Exceptions may be made by the Mobile Team Unit (MTU), allowing others to participate.

METHODS OF EVALUATION

1. **Practical Exercises:** Participants will apply their knowledge in realistic scenarios, demonstrating their ability to make ethical decisions and utilize wellness strategies.
2. **Group Discussions:** Engaging in peer discussions, participants will explore wellness concepts and their application to agency-wide practices.
3. **Self-Assessment:** Participants will complete self-assessments to reflect on personal and agency wellness initiatives and areas for growth.
4. **Student Evaluation:** Participants will complete an evaluation on the instructor and the unit of instruction.

METHODS OF INSTRUCTION

1. **PowerPoint Presentations:** Visually informative presentations will provide an overview of each module, using real-life examples relevant to law enforcement.
2. **Lectures:** Interactive lectures with case studies and examples will make the material relatable, encouraging questions and active participation.
3. **Group Exercises:** Facilitated exercises to brainstorm wellness strategies, ethical dilemmas, and agency-level wellness initiatives.

COURSE REFERENCES

- Blumberg, D.M., Papazoglou, K., & Schlosser, M.D. (2022). *Police officer wellness, ethics, and resilience: The POWER Manual*. Washington, DC: American Psychological Association.
- Gilmartin, K. M. (2002). *Emotional survival for law enforcement*. Tucson, AZ: ES.

INSTRUCTIONAL AIDS:

Instructional Aids:

1. Classroom Setup:

- Ensure the classroom is arranged to facilitate group discussions, group exercises, and role-play scenarios.
- Arrange seating to encourage active participation and visibility of presentations.
- Adequate lighting and comfortable seating to create a conducive learning environment.

2. Audio Equipment:

- Microphones and amplification system for larger classrooms or lecture halls to ensure clear communication.
- Ensure that audio equipment is in good working condition and free from technical issues.

3. Video Equipment:

- Projector or large screen monitor to display PowerPoint presentations, video clips, and multimedia content.
- High-quality video playback capabilities to ensure clear and engaging visual aids.
- Access to a computer or media device for running presentations and videos seamlessly.

4. Computer and Internet Access:

- Access to a computer with presentation software (e.g., PowerPoint) for instructors to deliver multimedia-rich lectures.
- Reliable internet access for online research, accessing relevant resources, and sharing additional digital materials.

ATTENDANCE POLICY:

This is a state certified course. Thus, no more than 10% of class time may be missed. It is strongly suggested however that the student be in attendance for the entire session to maximize upon the knowledge and skill development associated with the training. Should a temporary absence from the class be necessary, it remains the responsibility of the student to contact the instructor and MTU official and arrange to acquire information or materials missed due to absence.

TOPICAL OUTLINE

Hour 1: Introduction to Stress and Wellness (1 Hour)

1. Introduction to Stress

- Define and discuss stressors, stress, eustress, and stress management.
- Overview of unique stressors in policing (e.g., job nature, organizational stress, interactions with the public).
- Group Exercise: Identify key stressors specific to law enforcement.

2. Key Stress-Related Concepts

- Definitions and implications of role overload, role conflict, and role spillover.
- Consequences of poor stress management, including burnout, PTSD, and vicarious trauma.

Hour 2: Ethics and Wellness in Policing (45 Minutes)

1. Intersection of Ethics and Wellness

- Overview of moral disengagement, moral injury, and the "guardian vs. warrior" mindset.
- **Group Activity:** Develop a personal moral code, with an emphasis on integrating ethical considerations into daily policing.

2. Research on Police Wellness

- Summary of common health issues, suicide risk, and negative coping methods.
- Discuss indicators and risk factors unique to law enforcement.

Hour 3: Dimensions of Wellness and Practical Strategies (45 Minutes)

1. Physical, Cognitive, and Emotional Wellness

- Define various wellness dimensions (physical, emotional, cognitive, etc.).
- Overview of nutrition basics, dispelling myths, and choosing balanced meals on the job.
- Quick group activity on reading food labels and making healthier fast-food choices.

2. Stress Management Techniques

- Practical stress management tools: mindfulness, breathing exercises, and prioritizing well-being.

- Group Exercise: Develop a personalized wellness action plan.

Hour 4: Promoting Agency Wellness – For Police Administrators (1 Hour)

Objective: Equip police administrators with strategies to foster a wellness-focused agency culture.

1. Building a Wellness Framework

- Importance of embedding wellness practices in agency policies.
- Strategies for sustainable wellness programming, including periodic wellness assessments and officer feedback.

2. Integrating Wellness and Ethics in Agency Culture

- Discuss how wellness directly impacts ethical decision-making and job performance.
- Creating a proactive approach to mental health support, with practical examples.

3. Commitment to Continuous Wellness

- Case Studies: Review examples of successful agency wellness programs and challenges.
- **Group Discussion:** Explore ways to implement or enhance wellness practices, with an emphasis on consistent follow-through.

Conclusion, Q&A, and Evaluation (15-30 Minutes)

- Summarize key points.
- Q&A session and course evaluation.

Note: The course outline serves as a flexible guide, allowing adjustments to specific topics and durations based on student needs and participation.