

New Police Chief Mentoring Project

The New Police Chief Mentoring Project offers complimentary resources to assist experienced and newer chiefs continue their professional development. The Mentoring Project matches experienced mentor chiefs with newer chiefs for three to six months of formal mentoring.

Applications are available at:
www.oacp.org/mentor.html or
www.IACPMentoring.org



Mentors Offer Solutions

Newer chiefs are often faced with similar challenges and our mentors have addressed those challenges many times in their careers. Mentors provide feedback, guidance, personal experience, tools, and specific resources to the newer chiefs in the project. Some of the more common issues for newer chiefs include:

- > Budgeting
- > Ethics
- > Liability/Legal Issues
- > Media Relations
- > Personnel Issues
- > Relationships with Elected Officials and Municipal Administrators
- > Unresolved Predecessor Issues

Resources

- > Complimentary copy of Police Chiefs Desk Reference, Second Edition (available to the public for \$35 at www.PoliceChiefsDeskReference.org)
- > Big Ideas for Smaller Police Departments Quarterly E-Newsletter
- > Best Practices Guides
- > Nationwide network of peers through project Listserv

Newer Chiefs

Starting as a new chief of police, you feel very alone at the top. Having someone who has been there before and can offer solutions to problems ranging from administration to patrol is invaluable. My mentor helped me immensely and made it unnecessary for me to have to "reinvent the wheel" in dealing with department issues. The Police Chiefs Desk Reference was also very useful."

*S.M. Marschke,
Director of Public Safety,
Sturtevant Police Department, WI*

If you are:

- > In your first three years of appointment as a chief in a smaller or tribal police department, and

- > Serving a population up to 50,000

The Mentoring Project Could help you:

- > Acquire no-cost, confidential, one-on-one mentoring with experienced mentor chiefs from similar sized agencies across the country
- > Obtain resources tailored to meet individual needs
- > Build your executive skill set and capacity through a professional development experience

Mentors

"My mentoring experience helped me to remember why what I do is important. It also allowed me to make a difference in a newer chiefs' career, reinvigorate my own career, and realize I have more talents than I thought I had."

*W. Dwayne Orrick, Director of
Public Safety, City of Cordele, GA*

If you:

- > Possess 5 years minimum experience as a police chief in a smaller or tribal police department and have been active in law enforcement within the past 5 years, and
- > Serve a population up to 50,000

The Mentoring Project Could help you:

- > Improve your existing skill set and capacity through a no-cost professional development program
- > Access the nationwide mentoring network and Mentoring Project staff
- > Continue a legacy in law enforcement by sharing your knowledge of unique smaller and/or tribal department challenges



Bureau of
Justice
Assistance



International
Association of
Chiefs of Police



Ohio
Association of
Chiefs of Police

Newer Chief Success



One of the first newer chiefs who sought out the resources of the Mentoring Project was Chief Richard Schardan of the Maryville, IL Police Department. Prior to his appointment in Maryville, he had served as a captain in a department that was much larger than his new department. Soon after beginning with Maryville, Chief Schardan realized that, even though he had 26 years of experience in law enforcement, nothing could have fully prepared him for becoming a chief.

Through the Mentoring Project, Chief Schardan was matched with a mentor who had over 10 years experience as chief in a smaller department. Chief Schardan worked with his mentor on a variety of concerns. At the end of the formal mentoring relationship, Chief Schardan felt more confident in his ability to do his job and he noticed an improved morale in his department.

When Chief Schardan reached five years of tenure as chief of Maryville PD, he became a mentor for the Mentoring Project.

“I found the mentoring experience to be very useful and now I am excited to share both my successes and challenges as a mentor to others.”

State Associations of Chiefs of Police Partnerships



The Mentoring Project also partners with state chiefs associations, to provide mentoring resources to chiefs in their state. The Mentoring Project provides the following resources for the partnering state association:

- Training for prospective mentors, provided onsite at no cost
- Matching of newer chiefs with local mentors, expanding the professional resource network within the state
- Conduct administrative functions of mentoring project, allowing valuable state association resources to be used in other ways

“I wanted the NHACoP to support formal mentoring so that every new chief in New Hampshire would know that they always have someone they can call, no matter what situation they find themselves in.”

Ted Smith, Chief of Police, Lincoln, NH, New Hampshire Association of Chiefs of Police President 2008-2009

“Our state association wanted to provide an enhanced service for our members and also wanted to tap the valuable resources of our experienced police leaders. The IACP New Police Chief Mentoring Project was a terrific supplement to our initiatives to assist new police chiefs in the State of Florida.”

Amy Mercer, Executive Director, Florida Police Chiefs Association

Overall, this partnership strengthens a state association’s connection with their members and will help anchor those members to the association as a source for professional development.

CONTACT INFORMATION

IACP Mentor Program
1-800-THE-IACP ext 844 or 847
Mentoring@theiacp.org
www.IACPMentoring.org
OR
OACP Mentor Program
Craig King, OACP
craig.king@oacp.org
614-761-0330

