



# Partners in Policing

Eulesse Citizens Police Academy Alumni Association  
Monthly Newsletter

Volume 13 Issue 6 | JUNE 2009

## 2009 Officers

**President:** Rose-Marie Stevens  
**1st Vice President:** Pete Jones  
**2nd Vice President:** Karen Duncan  
**Secretary:** Susan Vest  
**Treasurer:** Leah Benoit  
**Coordinator EPD:** Sgt. Eric Starnes  
**Bereavement:** Sharon Finnegan  
**Hospitality:** Sharon Finnegan and Helen Wagner  
**Newsletter:** Leah Benoit and Rose-Marie Stevens

## Submissions Welcome!

Do you have any funny stories, e-mails, or photos to share with our members?

Please e-mail your police-related submissions to [eulesscpa@sbcglobal.net](mailto:eulesscpa@sbcglobal.net)

Submissions are due the first day of each month.



Congratulations to the Euless Police  
Department Retirees

Administrative Secretary Carol Agee

Sergeant Joe Foran

Communications Supervisor Cathy Moody

*Read more about these great servants in the Chief's article on Page 3.*

## June Speaker

**Sgt. Eric Starnes**

Teaching Points from the book "Staying Safe" by Juval Aviv

Sgt. Starnes will be wrapping up his teaching points from the book "Staying Safe". The author, Juval Aviv, was the Israeli Agent upon whom the movie 'Munich' was based. He was Golda Meir's bodyguard - she appointed him to track down and bring to justice the Palestinian terrorists who took the Israeli athletes hostage and killed them during the Munich Olympic Games. You can read more about Juval Aviv in Sgt. Starnes' January 2009 ECPAAA newsletter article.



**Sgt. Eric  
Starnes**

## The Law of Empowerment

By Dr. John C. Maxwell

Biographers universally agree that personal insecurity factored heavily in the downfall of former American President Richard Nixon. Rather than empowering others, President Nixon clutched at power so tightly that he lost all sense of morality and ethics. Obsessively fearing his critics, Nixon authorized a domestic espionage group to spy on his political opponents. When members of the group were caught burglarizing the Watergate Hotel, Nixon tried unsuccessfully to cover up the incident. Eventually he resigned in shame, having left a dubious legacy of scandal.

Nixon's behavior in office violated the **Law of Empowerment**: Only Secure Leaders Give Power to Others.

Today, at a time when managers must do more with less - less people, less budget, less margin for error - leaders have no choice but to empower followers to share the load. Insecurity simply isn't compatible with survival. Even so, human nature resists empowerment. Let's look at three common tendencies that make empowerment a tricky task.

### Three Obstacles to Empowerment

#### 1) Desire for Job Security

The number one enemy of empowerment is the desire for job security. Weak leaders worry that they will become expendable if they train up talented subordinates. As a result, they retain a monopoly on select knowledge in the hopes of positioning

themselves as irreplaceable. Some misguided leaders even go as far as undercutting those they perceive as potential rivals. Not wanting to be surpassed, they intentionally make others look bad from time to time.

Insecure leaders who prize job security are fiercely territorial. They stake out their turf and refuse to delegate. They want to be the go-to-guys so badly that they may senselessly refuse to train and empower others who could offer them assistance.

The truth is that the only way to make yourself indispensable is to make yourself dispensable. In other words, if you are continually able to empower others and develop them so that they become capable of taking over your job, then you will become so valuable to the organization that you become indispensable.

#### 2) Resistance to Change

Nobel Prize-winning author John Steinbeck asserted, "It is the nature of man as he grows older to protect against change, particularly change for the better." By its very nature, empowerment brings constant change in that it encourages people to grow and innovate. Change is the price of progress.

Insecure leaders view change as a threat rather than an opportunity. They fear change rather than inviting it. As a consequence, insecure leaders have been known to act coldly toward newcomers. They cling to the established order and generally resent anyone who may disrupt it. Instead of empowering incoming personnel, they avoid working with them.

#### 3) Lack of Self-Worth

Many people derive personal value and esteem from their title or position. When either is threatened, they feel as if their self-worth is under assault. Accordingly, they will firmly resist anyone or anything that could reduce their status.

On the other hand, author Buck Rogers says, "To those who have confidence in themselves, change is a stimulus because they believe one person can make a difference and influence what goes on around them. These people are the doers and the motivators." They are also the empowerers.

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## FROM THE CHIEF

Greetings,

It has been a very busy month for us around here and we have had to say goodbye to some of our most tenured employees.

Sergeant Joe Foran retired in May ending a 27 year career with the Eules Police Department. Joe started his career with us as a jailer. He advanced from PSO to Police Officer, he spent time as a Detective, he represented this department with the Auto Theft Taskforce and eventually promoted to Sergeant. For those of you who know Joe, you know what a true treasure he was to this department and how he served this community with compassion and professionalism. Joe will be greatly missed by all of us who had the honor of knowing and serving with him. His retirement plans are to live on Lake Whitney and use that as his base of operation as he and his wife, Gina, travel the country.

Communications Supervisor Cathy Moody also retired in May ending a 20 year career with us. Cathy has been the supervisor in the Communications Section for so long it's hard to remember a time when she was not. The Communications section, and this community, is richer because of her years of service. Cathy came to us from the Richland Hills Police Department; this holds a special place in my heart because I also came to the Eules Police Department from Richland Hills PD. I knew if she came from there she had to be a great employee. Cathy and I also grew up down the street from each other in south Eules. We have been friends for many years and I will miss her dearly. Cathy plans to live in Bedford and travel with her husband Kevin.

Carol Agee announced her retirement effective the end of June. Carol has been the Administrative Secretary to five different Eules Police Chiefs. She is a person who knows where the bodies are buried. What can you say about an employee who has spent 35 years of their life in the service of this department and community? Carol has been such a fixture in the life of this department it will take us a long time to figure out all of the little things she did that made us all so successful. She planned all of our social events, kept the books on our benevolent organization, kept the bills paid, credit card purchasing system running... I think you begin to see that she is such an integral part of this department that she will not be easily replaced. Carol plans on living in Eules, volunteering and doing whatever she wants to do from now on.

As you can see it's been a busy month; we have had to say goodbye to some of the best servants who ever worked for this department. It will take us a while to recover from the loss of these valued servants. When you have 82 years worth of experience leave all at once, it's hard on the organization and the community. But, I am as confident as I can be that we will have people step up and assume the leadership roles that were vacated by the retirement of our dear friends. This department is full of 360 degree servant leaders who are more than able to lead in any direction. This department is on firm footing for the challenges that await.

Please join me in congratulating these three servants and wish them well as they start a new chapter in their lives. Pray for them and pray for this department as we move forward in our service to this community.

Your servant,  
Mike

### Upcoming Events

- June 16 – ECPAAA General Meeting, 7 pm, Police Station
  
- Kids Summer Police Camp  
June 22-26 – Session II, 9 am–1 pm
  
- June 23 – City Council Meeting, 7 pm, City Hall
  
- July 11 – CPAANT Meeting – Flower Mound
  
- July 14 – City Council Meeting, 7 pm, City Hall

### May 2009 Volunteer Hours

- CID Clerical - 14 Hours 45 Minutes
- Citizens On Patrol - 108 Hours 30 Minutes
- Number of Handicap Citations Issued - 0
- Number of Handicap Warnings Issued - 0
- Number of Junk Vehicles Written - 0
- Courts - 16 Hours 30 Minutes
- CPA/CERT Class - 0 Hours 0 Minutes
- Crime Victims Assistance Program - 12 Hour 45 Minutes
- Meetings/Training - 93 Hours 30 Minutes
- Includes the following:
- CERT CART Training - 25 Hours 0 Minutes
- CPAANT Regional Meeting - 14 Hours 0 Minutes
- ECPAAA General Meeting - 48 Hours 30 Minutes
- Miscellaneous - 35 Hours 30 Minutes
- Selective Vehicle Parking - 0 Hours 0 Minutes
- Speed Trailer - 10 Hours 0 Minutes
- Vehicle Maintenance - 79 Hours 0 Minutes
- Watering of Plants - 8 Hours 15 Minutes
  
- Total – 378 Hours 45 Minutes**

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Value of Volunteer Time – \$7,663.61  
Year-to-Date Value of Volunteer Time – \$48,467.36

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May Meeting – 27 Alumni Members Present

### Texas Citizens Police Academy Alumni Association Convention July 30th – August 1st San Marcos, Texas

July 10 – Deadline for Registrations to be received for TCPAAA – Visit <http://www.tcpaaconvention.org> for more information on the Convention and Registration Form



**Happy Birthday ECPAAA Members!**

Linda Martin – 6/2

Dick Rick – 6/4

Russell Hennigh – 6/6

Dawn Nisbet – 6/12

Vern Kilburn – 6/13

Helen Voss – 6/14

Jerry Goad – 6/16



## Officer Biography

### Jim Hall

**Date of Biography:** April 15, 2009

**Current title with EPD:** Public Service Officer

**Year started and history with the EPD:** 2001 — Started at the old Jail. Here in the new Jail, plan on retiring as a Paper Shredder in 30 years (LOL).

**Where were you born?** Pasadena, Texas (Stink-a-Dena)

**In what city do you currently live?** Fort Worth

**Tell me a little about your family, spouse, children (ages), grandchildren, pets, etc.**

Happily married to my best friend Shurronna for the past 12 years, no children (yet) and a psychotic Shitzu-Yorkie mix (Shorkie) named Precious, my lil' Marine cause she is a "Devil Dawg" .. LOL. If you have a small room with nothing at all in it, and you take a ping pong ball and throw it as hard as you can in that room, it resembles the way Precious acts 99.9999 1/8<sup>th</sup> % of the time.

**What are your hobbies?** Bowling, hunting, fishing, church and family time.

**What is your favorite part of being a Public Service Officer?**

I love the work schedule. 4 on, 4 off, 3 on, 3 off. In my entire life, I've never had a job with a schedule like this.

**Any interesting or little-known facts about yourself...**

I can sing (not beautiful by any means, "bad karaoke" is a better synopsis of it) almost any song. I'm not good enough for game shows like "Singing Bee" or that other one, but I have sang along with them on there and had it been me, I'd be paying more to Uncle Sam right now for winning the grand prize.

**Who is your favorite celebrity?**

It's a tossup between the Jonas Brothers and Miley Cyrus...LOL

Really it's Denzel Washington. I don't think he has made a bad movie at all, although he does seem to always play the same character. A middle-aged misunderstood Good "Bad" Guy with a job somewhat related to Law Enforcement. But hey whatever works right?

**What is your favorite food?** Lemon Pepper Chicken and Rice



## CPAANT - June 6, 2009 - Eules, Texas

### By Geri Sorg and Karen Duncan

Chief Mike Brown was the speaker and the Chief did a follow-up of his speech from last year. Last year he spoke of the CPAAs becoming problem solvers not problem makers. Becoming indispensable to their Police Departments was very important. He asked how that had worked. Chief talked about volunteers - how you get them and how you keep them. He pointed out the different types of volunteers and how they fit into the organizations. Chief pointed out that the Chiefs roundtable in November with representatives from all member cities will be an opportunity for all members to have questions and see how the different cities handle issues they are faced with.

Steve Messina, who is the new webmaster for CPAANT, spoke of his ideas on how to set up the different information on the CPAANT website. He will need everyone's help; so if you have ideas or see something that needs to be updated, there is a link on the CPAANT website.

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## ALUMNI CORNER



### Spotlight on Helen Voss

Interviewed by Jerrie Keller and Faye Stinneford

WOW, where do we begin. . . Well lets start at she fondly refers to herself as Sweet Helen, and that about sums it up. . .

For those of you that have not had the privilege to meet Sweet Helen, let me give you some background on her. Helen is a graduate of ECPA class number 5. She was born in Chicago, Illinois, (this could explain a lot), on June 14th. She has four brothers and two sisters. Helen has been married to Johnny Voss for 31 years, okay everyone say it with me "Bless his heart". He must be a man of supreme patience, and has a heart of a saint. She has two children - a son and a daughter. Helen and Johnny own a very successful local business. I'm sure everyone has seen Voss Parts and Supplies on the corner of Hwy 10 and Westpark Way. Voss sells foundation drilling equipment for commercial foundation drilling.

Helen says her favorite things are reading, spending time with her grandchildren and traveling when they get a chance. She is an excellent grandmother and spends lots of weekends with two of her grandsons. Her other two grandchildren live out of state. Her favorite book is Gone with the Wind, her favorite travel destinations are Hawaii, Alaska and Las Vegas and her favorite activity is GRAND-KIDS, GRANDKIDS, GRANDKIDS. She also enjoys movies, mostly those she sees with her, yep, Grandkids.



Helen has lived in Eules since 1969. In that time she has seen some major changes. She said what made her join the Alumni Association is a desire to play a part in helping Eules grow and prosper. She credits Boyce Byers for talking her into joining the class and she is so glad that she did. We asked her what she enjoyed most about the class and she said EVERYTHING, and it's where she met Linda Martin. She expressed her favorite part about being part of the Alumni is meeting so many wonderful people and being able to be a part in worthwhile activities. Personally we think it's just so she can harass the guest speakers at the meetings. She is also happy to have made such good friends.

We lastly asked her what would she like the members to know about her and she replied that underneath her frame is a 20 year old size 4 wild girl!!!

All joking aside, Helen is a upbeat and energetic person with a great sense of humor, and I hope anyone that has not had the chance takes a few minutes to get to know her a little better, you won't be sorry.

### From the President — Rose-Marie Stevens

Well, dear friends, time seems to fly by, and you don't want to wait until the last minute if you plan to attend the Texas CPAAA State Convention scheduled for July 30 through August 1, 2009.

As I mentioned previously, the convention will be held in San Marcos this year, and we will be staying at the Embassy Suites San Marcos. The room rate is \$119 per night, and it includes a full breakfast every morning as well as an open bar (free) every evening from 5:00 p.m. – 7:00 p.m.

Past conventions have been both enjoyable and informative, and this one will be no different. Some of the topics that will be included are:

- ◆ Building a Culture of Preparedness
- ◆ Gangs in Our Community: There is a Crack in Our Foundation
- ◆ Dating Violence: Compliance and Compassion
- ◆ Internet Safety: Are We on the Same Page
- ◆ Protecting Vulnerable Adults
- ◆ Credit Card Abuse Fraud
- ◆ Hostage Negotiations

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## EULESS CITIZENS POLICE ACADEMY ALUMNI ASSOCIATION

### GENERAL MEETING MINUTES

**May 19, 2009**

Meeting called to order 7:00 pm

Members Present: Lou Baum, Leah Bennett, Byron Benoit, Leah Benoit, Renee Bierschenk, Perry Brockmeyer, Gerald Brookman, Loretta Doty, Steve Doty, Karen Duncan, Sharon Finnegan, J. R Goad, Marian Goethe, Warren Hinkley, Pete Jones, Sandi Jones, Jerrie Keller, Vern Kilburn, Helen Lightbody, Don Martin, Denise Miles, Gena Natho, Betty Overstreet, Lisa Potter, Chris Shanahan, Al Simmenroth, Geri Sorg and Rose Marie Stevens

**GUEST SPEAKER:** Sgt. Eric Starnes presented part one of his Safety presentation. Part two will be in June.

**INVOCATION & PLEDGE OF ALLEGIANCE:** J.R. Goad

**APRIL MINUTES:** Geri Sorg made a motion we accept the April Minutes, second by J.R. Goad. Motion passed.

**TREASURER REPORT:** Pete Jones made motion to approve the April Treasurer's Report, second by Denise Miles. Motion passed.

**CPAANT:** The meeting will be held on Saturday, June 6, in Eules. Sign up sheet was passed around for breakfast items.

**CERT GRADUATION:** Lou announced that the graduation would be on June 6. Volunteers needed.

**BBQ FUNDRAISER:** The BBQ has been scheduled for September 12. Lou asked the members if they would be interested in auctioning a car this year. It would be a Grubbs Nissan Versa hatchback. Cost would be \$13,800 plus TTL. Tickets would need to be sold at \$100 each with a limit of 250. After discussing, the membership chose not to do such a big item, more interested in smaller item such as a large screen TV.

**POLICE:** Sgt. Starnes read Citizens On Patrol commendation for Teresia Foreman and Warren Hinkley.

**COMMENTS:** The members gave Denise Miles a farewell goodbye and celebrated Sgt. Starnes birthday.

Meeting adjourned at 8:30 pm.

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### **Sgt. Eric Starnes — Continued from Page 2**

#### **Summary**

Enlarging others makes you larger. The purpose of power is to be distributed, not hoarded, but only secure leaders are able to give their power away. Recognize and resist the natural inclinations to keep a tight grip on power. In the long run, you'll be rewarded for letting go.

I'll close with a quotation on empowerment from decorated war hero and former vice presidential candidate, James B. Stockdale:

"Leadership must be based on goodwill... It means obvious and wholehearted commitment to helping followers... What we need for leaders are men of heart who are so helpful that they, in effect, do away with the need of their jobs. But leaders like that are never out of a job, never out of followers. Strange as it sounds, great leaders gain authority by giving it away."

### **CPAANT — Continued from Page 5**

Carrollton, who will be hosting the Chief's Roundtable in November, would like to have a count at the October Meeting of the number of members from each city who plan to attend. This will help them with planning and catering. The Chiefs will respond via mail.

After the meeting adjourned the Ravens Grill was expecting everyone for Lunch. A BIG thank you to Gary Brookman, Sandi Jones, Denise Miles, Leah Benoit, Rose-Marie Stevens and Geri Sorg who provided the food. As always, it was great and we received many, many compliments.

Eules members present: Geri Sorg, Karen Duncan, Leah Benoit and Rose-Marie Stevens

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### **Rose-Marie Stevens — Continued from Page 6**

For more detailed information about the convention, you can go to the following website: [www.tcpaaconvention.org](http://www.tcpaaconvention.org). You can download the registration form from there as well. You should register before July 10 to avoid the \$10 late registration fee. Let's try to fill a van.

#### A Note of Sadness

A former member of ECPAAA passed away recently. Paulette Tinker had been ill for some time and died of congestive heart failure. Please remember her in your prayers.

## May 2009 Treasurer's Report

INCOME	Carry Over	May	YTD Income	Annual Budget	Over/Under Budget
<b>General Fund</b>	<b>\$20,706.07</b>				
Afghan Sales			\$0.00	\$0.00	\$0.00
Bass Pro Events			\$0.00	\$0.00	\$0.00
BBQ FUNDRAISER			\$0.00	\$4,000.00	-\$4,000.00
Brick Sales			\$0.00	\$0.00	\$0.00
CRUD Day			\$600.00	\$1,300.00	-\$700.00
Donations/Outside Income		\$10.00	\$260.00	\$0.00	\$260.00
Grocery Care Cards		\$48.50	\$62.21	\$100.00	-\$37.79
Meeting Raffle			\$0.00	\$0.00	\$0.00
Membership Dues		\$40.00	\$1,280.00	\$1,200.00	\$80.00
Member Merchandise		\$1.00	\$48.00	\$0.00	\$48.00
Recycle Program			\$0.00	\$400.00	-\$400.00
Reimbursement Brick installation			\$0.00	\$0.00	\$0.00
Warrant Roundup			\$0.00	\$1,300.00	-\$1,300.00
<b>Total Income</b>		<b>\$99.50</b>	<b>\$2,250.21</b>	<b>\$8,300.00</b>	<b>-\$6,049.79</b>
<b>Total</b>	<b>\$20,706.07</b>	<b>\$22,956.28</b>	<b>\$22,956.28</b>		
EXPENSES	Carry Over	May	YTD Expenses	Annual Budget	Over/Under Budget
9-1-1 Day			\$0.00	\$250.00	-\$250.00
Audit - Treasurers records			\$0.00	\$150.00	-\$150.00
BBQ Silent Auction			\$0.00	\$1,500.00	-\$1,500.00
Bricks			\$0.00	\$0.00	\$0.00
Checking Account Expenses			\$115.16	\$0.00	\$115.16
Computer Repair			\$0.00	\$0.00	\$0.00
Corrections to Checking Account			\$152.00	\$0.00	\$152.00
CPANNT Dues - Paid Dec. 2008			\$0.00	\$25.00	\$25.00
Expenses Not Covered			\$0.00	\$125.00	\$125.00
Honorarium Awards and Gifts			\$0.00	\$300.00	\$300.00
Member Merchandise Items			\$0.00	\$0.00	\$0.00
Memorials and Gifts			\$0.00	\$100.00	\$100.00
Office Supplies			\$0.00	\$100.00	\$100.00
PALS Summer Camp			\$0.00	\$1,000.00	\$1,000.00
Police Appreciation Week		\$383.57	\$383.57	\$400.00	\$16.43
Police Chief Wish Projects		\$3,709.73	\$4,453.73	\$2,525.00	-\$1,928.73
Police Clown Program			\$0.00	\$300.00	\$300.00
Police Officer Christmas Meals			\$0.00	\$200.00	\$200.00
Postage/Envelopes for Newsletters			\$6.07	\$300.00	\$293.93
President Awards			\$0.00	\$50.00	\$50.00
Savings Account Transfer			\$10,000.00		
Social Events			\$0.00	\$300.00	\$300.00
Water by the Gallon			\$210.00	\$600.00	\$390.00
Web Site/Domain Name			\$0.00	\$75.00	\$75.00
<b>Total Expenses</b>		<b>\$4,093.30</b>	<b>\$15,320.53</b>	<b>\$8,300.00</b>	<b>-\$7,020.53</b>
<b>Funds Available in Checking</b>			<b>\$7,635.75</b>		
SAVINGS ACCOUNT					
Savings Account			\$10,000.00		
Interest from Savings Account		\$0.31	\$1.33		
<b>Funds Available in Savings</b>			<b>\$10,001.33</b>		
<b>Total ECPAAA Funds</b>			<b>\$17,637.08</b>		