



**Asher Model - Seven Point
Approach to Creating a
Culture of Wellness;
Transforming Tragedy into
HOPE by Faith**

**First Responder's Bridge
Annual Retreat I Dublin, Ohio
Chief Neil H. Gang (RET),
Pinole Police Department**



For where two or three gather in my name,
there am I with them.

Matthew 18:20

Hanging On



Have I not
commanded you?
Be strong and
courageous. Do not
be afraid; do not be
discouraged, for the
LORD your God will
be with you wherever
you go."

(Joshua 1:9 NIV)





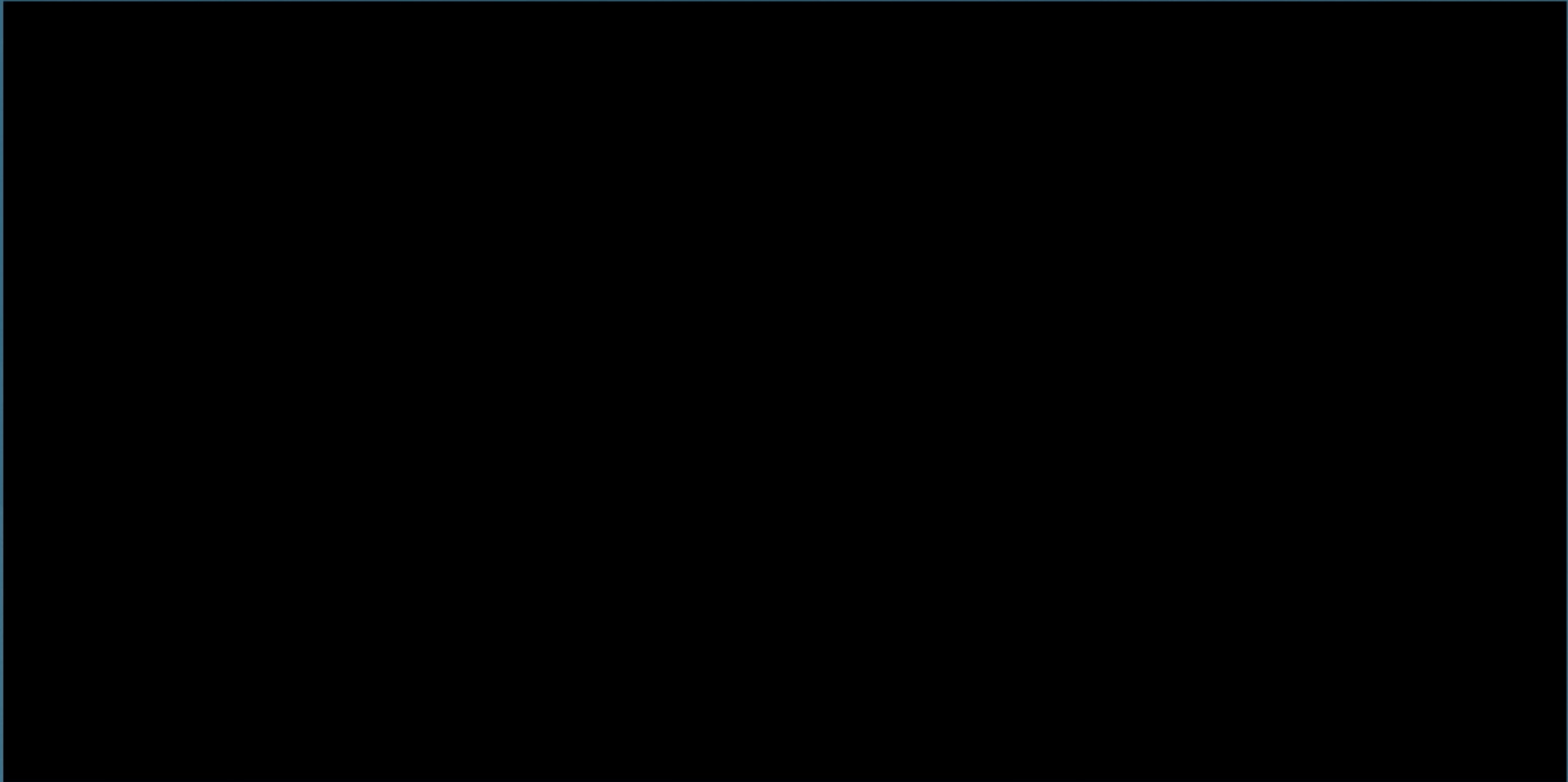
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WATCH

**CONSULTING
& SPEAKING**



Why Organizational Wellness

Why Organizational Wellness





**Asher
Rosinsky**
E.O.W May 1, 1997





Isaiah 6:8

8 Then I heard the voice of the Lord saying, "Whom shall I send? And who will go for us?"

And I said, "Here am I. Send me!"

THE ASHER MODEL

1 AWARENESS

Normalize the conversations. Create an environment where, "It's OK to not be OK," but we must do something to get you back to OK. Have open, honest discussions with employees by bringing these conversations out of the shadows and into the open.

2 SOLUTION-FOCUSED APPROACH

Focus on solutions and not the problem. Add an Employee Wellness App to access powerful resources 24/7/365, all confidential and anonymous.

3 PEER SUPPORT

Create a proactive, trained Peer Support Team, along with a CISM program and a police therapy dog program.

4 RESILIENCY

Educate employees on the Science of AWE, Depression, EDMR, Emotional Intelligence, Financial Wellness, Mindfulness, PTSD, Resiliency, Sleep Deprivation, Trauma, and solutions such as yoga and breathing exercises.

5 HEALTHY HABITS

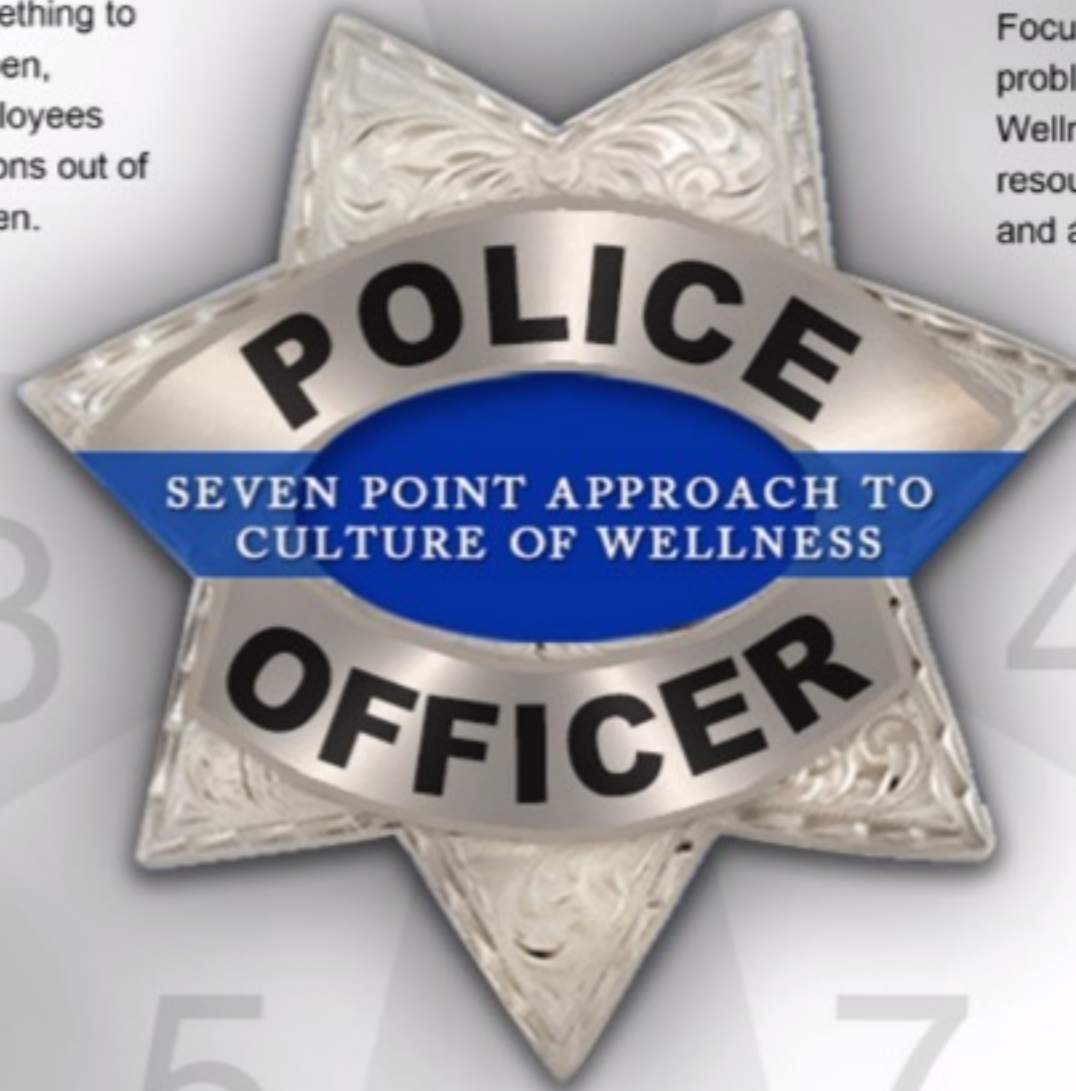
Encourage on-duty workouts, physical fitness, and healthy eating habits. Provide education on cardiac health and allocate budget funds to build or update a fitness facility, discouraging candy and unhealthy snacks around the department. Also, remove unhealthy choices from vending machines and substitute with healthier options. Partner with meal prep companies to provide healthy meal options.

6 SPIRITUALITY

Develop a Police/Clergy Coalition, a Chaplain Program that is the fabric of the organization.

7 FAMILY

Involve the families from the orientation process forward. Establish a wellness library for employees and families (i.e. Emotional Survival for Law Enforcement by Dr. Gilmartin). Focus on the importance of work-life balance strategies, provide relationship, financial wellness and retirement preparation resources, from rookie to retirement, and hire to retire.



SCAN ME



Lisa Rosinsky

Asher's Widow





Lisa Rosinsky

Asher's Widow



Asher Coins



SIDE A



SIDE B

The Empty Chair



Current Trends



- Every 44-46 Hours
- Nationwide, in 2019 we lost approximately 255 officers to suicide* - Police alone
- **These numbers are predicted to be underreported by a factor of 2.5**
- We are losing double the number of officers to suicide than all other line of duty death COMBINED
- 108 (1) in 2024 and 50 (0) in 2025- Police
- 33 in 2024 and 10 in 2025- Fire
- 8 in 2024 and 8 in 2025- Corrections
- 5 in 2024 and 3 in 2025- EMS

(Exercise Take Out Cell Phone)

What are We Facing?

“Police Officers are more likely to die by Suicide than in the line of duty,” (Ruderman White paper)

- 184 Police Officers

5X higher than general population

- Depression
- PTSD Symptoms

***You're strong for others...
be strong for yourself, too. Your
well-being matters.***



Trauma in Law Enforcement

188 Major Traumatic Events

Whitepaper Conclusion-
Dockstader, San Diego



Oxygen Mask Analogy

We must pour out into ourselves to be healthy enough to pour out into others.

How well do you take your own advice?



Self-Care Myths: What It's NOT

✘ WHAT SELF-CARE ISN'T

So we've covered the fact that self-care is different for everyone and that all individuals have different needs to meet in order to be mentally and emotionally healthy. There is no ultimate guide for self-care because it is such an individual thing; however, here are some handy pointers on what self-care does not mean.



A SIGN OF WEAKNESS

You are never weak for taking the time to care for yourself. Actually, prioritizing your self-care is bound to ensure your mental and physical health, and through that, your strength as an individual.



ONLY EMOTIONAL CARE

Self-care techniques can be as emotionally rooted as journaling or as physical as going to the gym. Taking care of yourself comes in all types of packages.



ONLY FOR SOME PEOPLE

It doesn't matter who you are -- caring for yourself is important. Feelings of being run down and exhausted don't discriminate... and neither does the need for self-care.



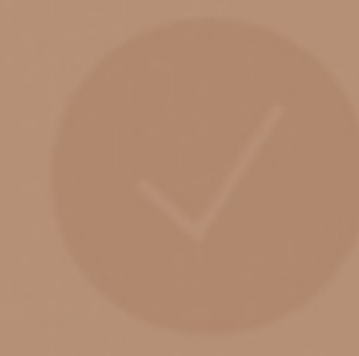
SOMETHING TO KEEP QUIET

Keep talking about self-care! Exchange self-care techniques and start a campus-wide conversation. It's our responsibility to look after ourselves and to look out for each other.



THE SAME FOR EVERYONE

Your self-care routine is likely very different from your friend's, from your sister's, from your professor's -- and that's okay. Every individual is different, and so are our self-care needs.



BUT SELF CARE IS...

... whatever it looks like to you, an extremely important and extremely healthy way to manage stress, to achieve success, and to always make sure you're doing your best.

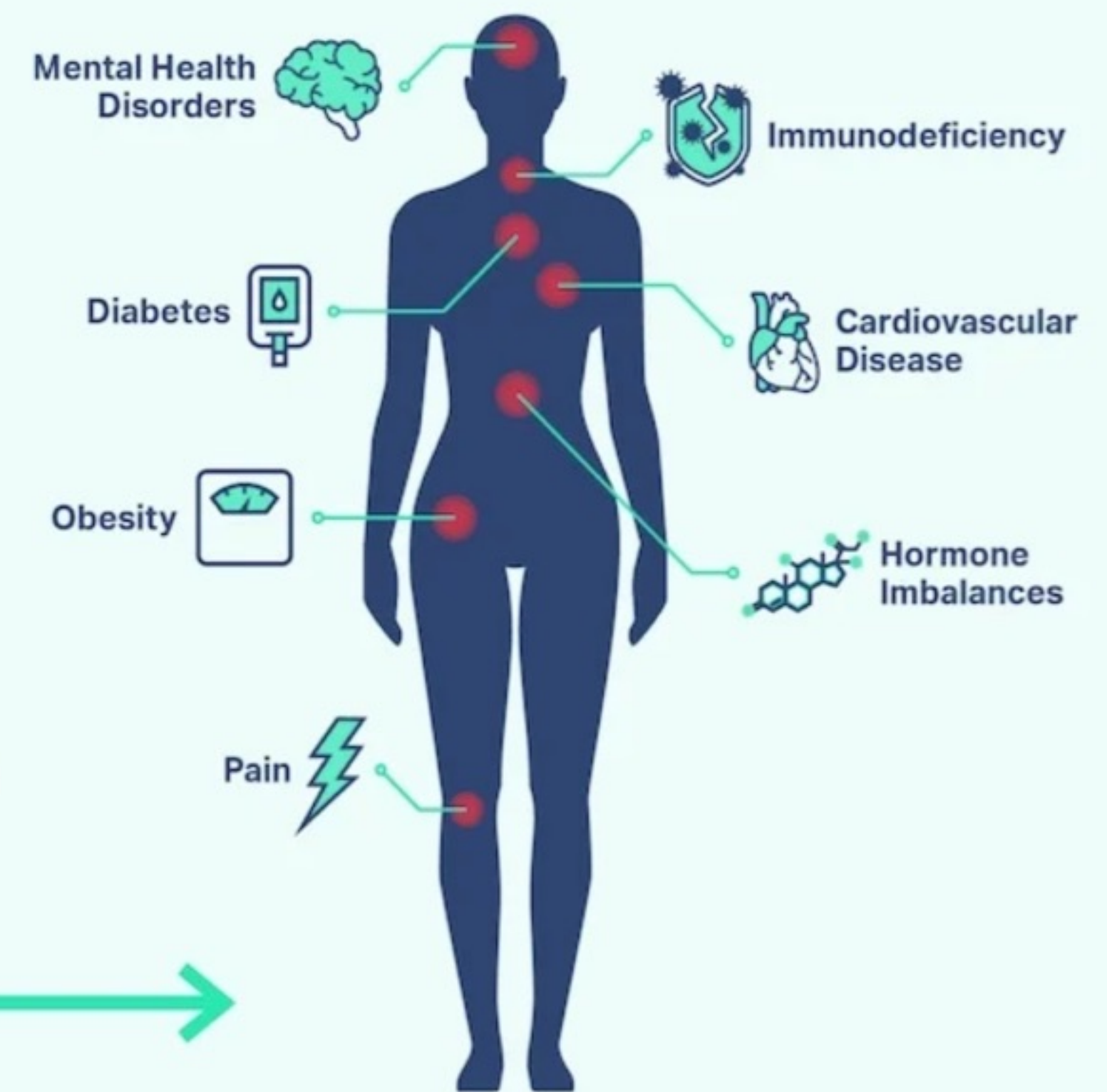
Sleep Deprivation

A study showed that moderate sleep deprivation produces impairments equivalent to those of alcohol intoxication. After 17 to 19 hours without sleep, performance was equivalent or worse than that of a blood alcohol concentration (BAC) level of 0.05 percent. After longer periods without sleep, performance reached levels equivalent to a BAC of 0.10 percent.

Sleep plays a significant role in **almost every system of the body.**

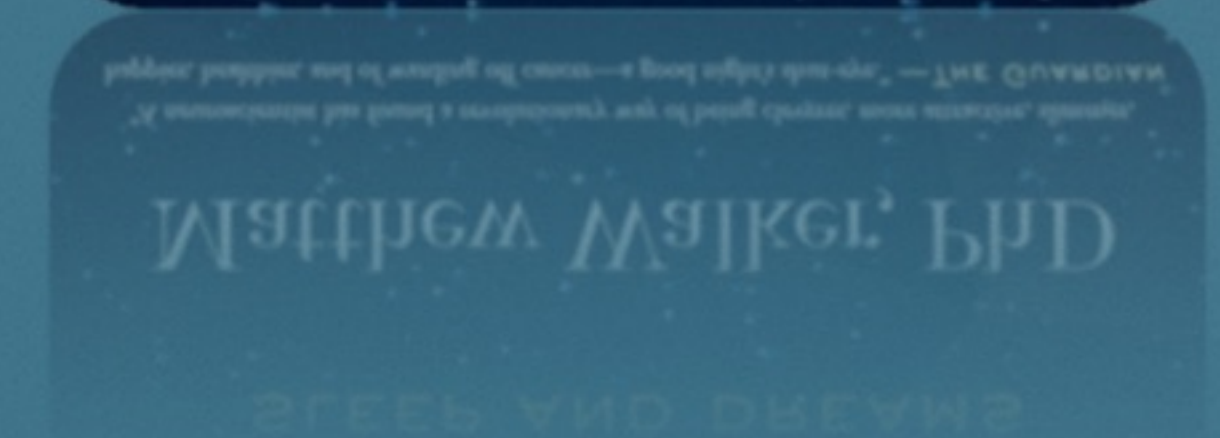
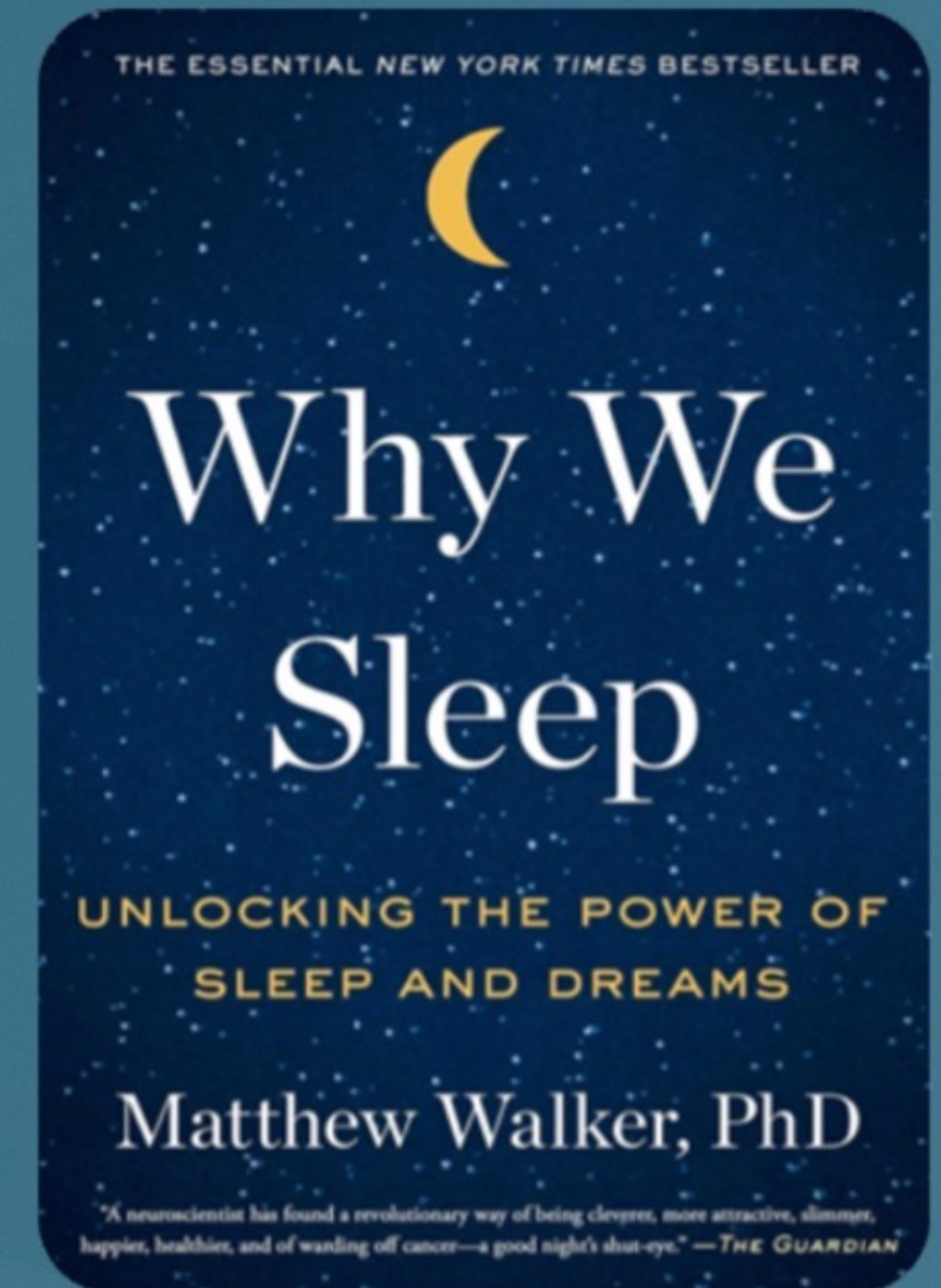
Insufficient sleep **increases risks** in all of these systems.

Consequences of sleep deprivation include the following:



Proactive Approach

- Oura Ring/Woop- Wearables
- MZ00 Eye Mask
- Limit Blue Light Exposure-phones/tablets/computers
- Limit Late night gaming





Fortune Favors the Bold

Fortune Favors the Bold



RAJ MATHAI
@RAJMATHAI

   NBCBayArea

5:39

78°

NBC 
BAY AREA

Emerging Trends in Wellness

Mindfulness: Cultivate moment-to-moment awareness of feelings and surroundings

Deep Breathing Exercises

Meditation

The Science of Awe

CBD use in First Responders

Yoga: Nidra/IREST- The Integrative Restoration Institute



“It’s Ok to be OK”

Limp out Vs. Walk Out
Self-Care- Take Control

- Annual Wellness Checks
- Wellness Retreats
- Yoga
- Meditation/Mindfulness
- Proactive Sleep strategies- 7 hours of sleep
- Nutritional Strategies- Eat Healthy
- Physical Health- Workout
- Annual Bloodwork



“It’s Ok to be OK”

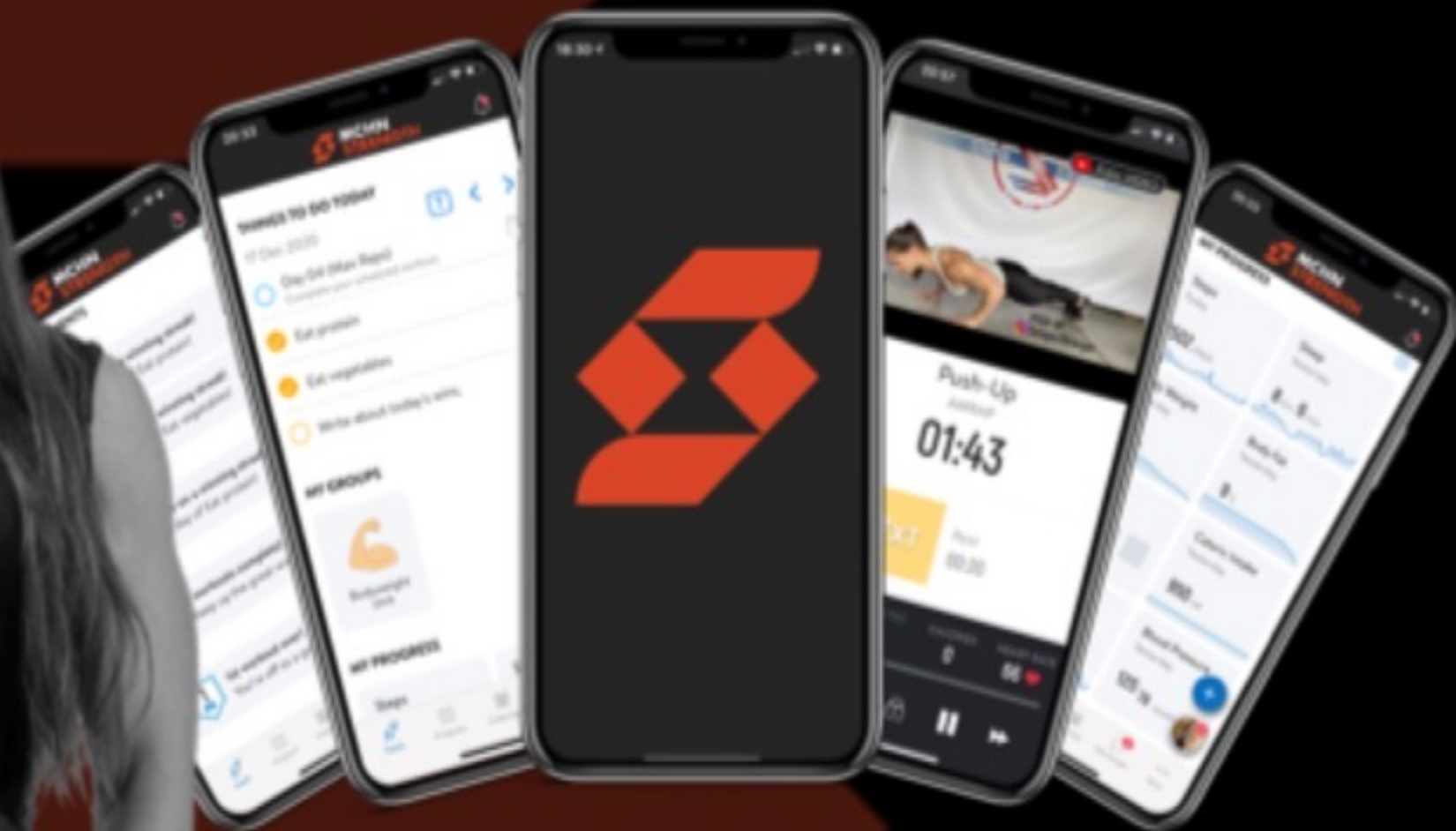
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MCHN STRENGTH



FULL APP & COMMUNITY ACCESS

- ✓ Fitness programs
- ✓ On-Demand workouts
- ✓ Daily workout drops
 - (Kettlebell, Mixed Modality, Bodyweight)
- ✓ Mobility videos
- ✓ Nutrition tracking
 - Hundreds of recipes with video walkthroughs
 - Macronutrient tracker
- ✓ Syncs with wearables
- ✓ Bi-weekly live educational calls and live workouts
- ✓ Digital community
- ✓ In-app resource library
 - Videos, PDFs, infographics to support your journey

Offer

- Use code **4THWATCH** for 1st month free, then \$29/month
- Agency rates available

Scan the QR code to get started.



INTRODUCING



HOSTED BY CHIEF NEIL GANG
CANDID CONVERSATIONS ABOUT
RESILIENCE, WELLNESS, & LEADERSHIP



Are You Living A Life Worth Dying For?

“For God so loved the world, that he gave his only begotten Son, that whosoever believeth in him should not perish, but have everlasting life.”

John 3:16



#CREATETHECULTURE

LEAD WITH LOVE

Needed, Wanted, Appreciated

- One Person

Stay Safe, Healthy and Resilient

God Bless

**Connect on LinkedIn or:
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#bethesolution

#letsstartamovement

#changingoutcomes

#stoppolicesuicide



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