

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



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



For where two or three are
gathered together in my
name, there am I in the midst
of them.

Matthew 18:20





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Why Organizational Wellness?



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Why Organizational Wellness?

Asher Rosinsky

E.O.W May 1, 1997



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Isaiah 6:8



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



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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

4TH WATCH

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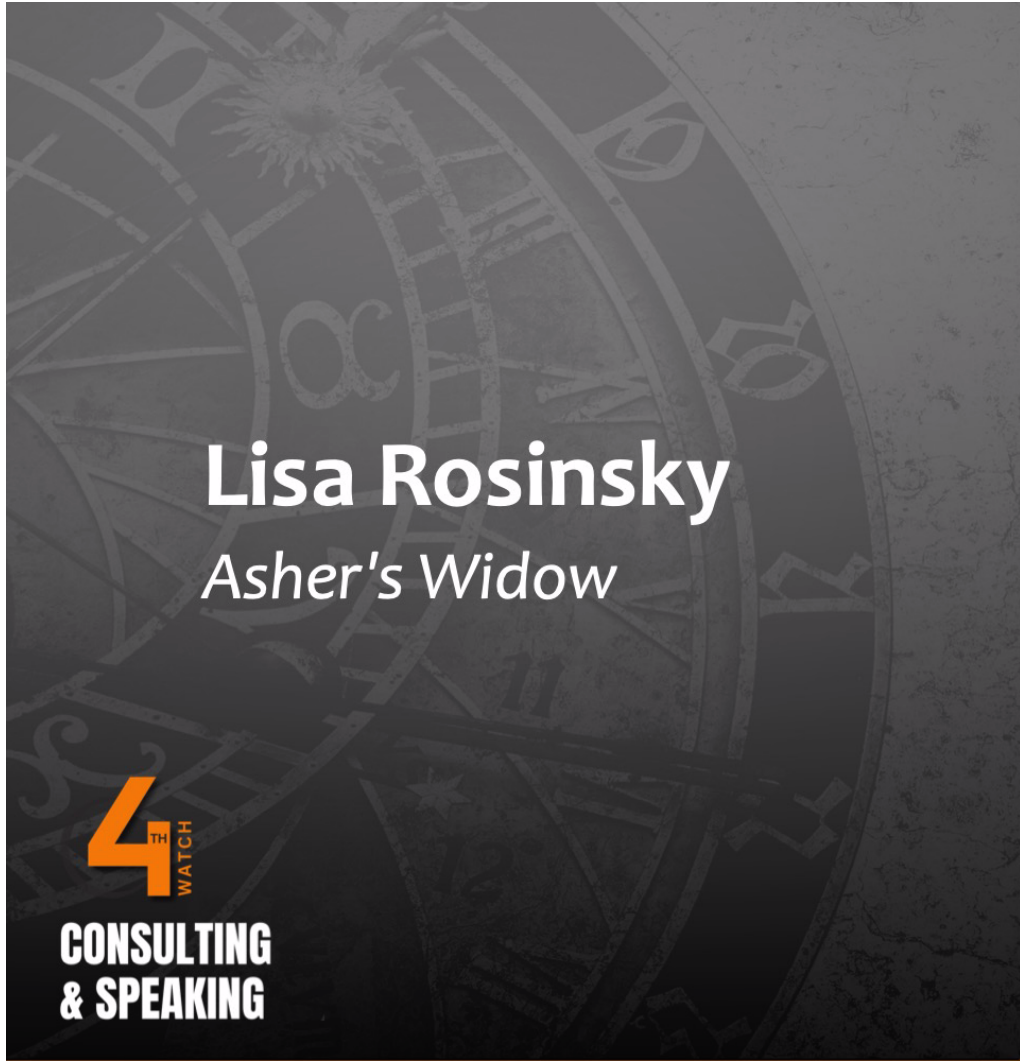
Lisa Rosinsky

Asher's Widow



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Lisa Rosinsky

Asher's Widow

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Asher Coins



Asher Coins



SIDE A



SIDE B



Current Trends



Current Trends

- Every 44-46 Hours



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- 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



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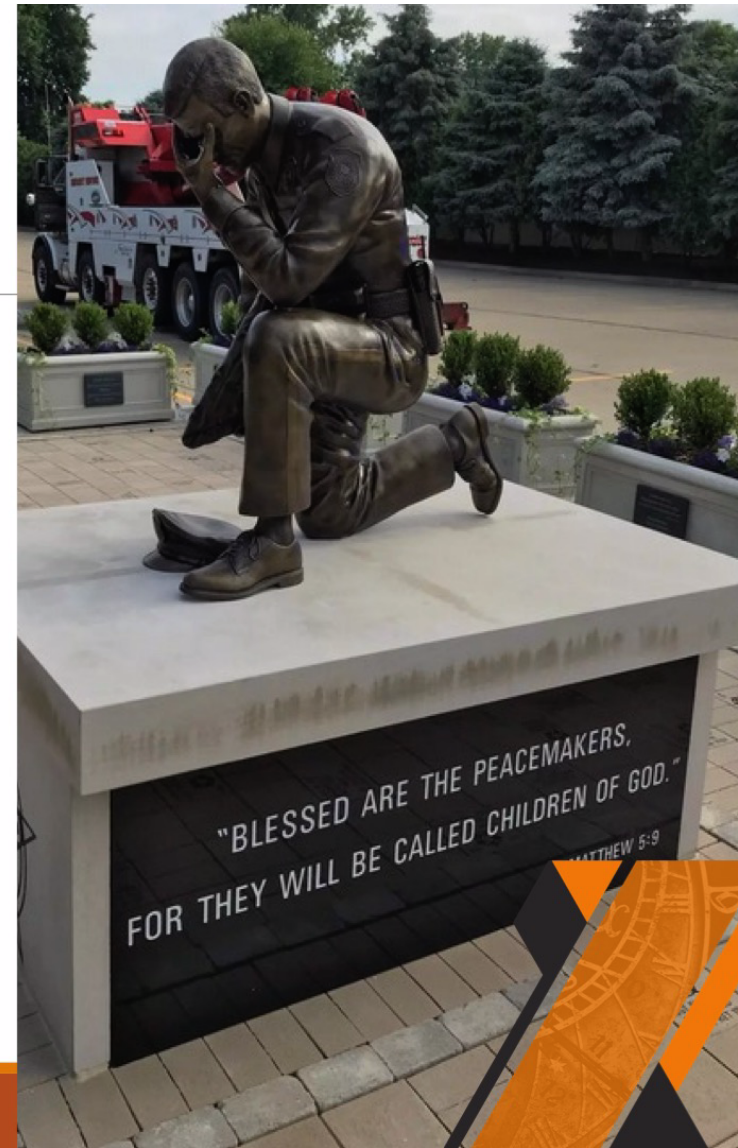
(Exercise Take Out Cell Phone)



What are We Facing?



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



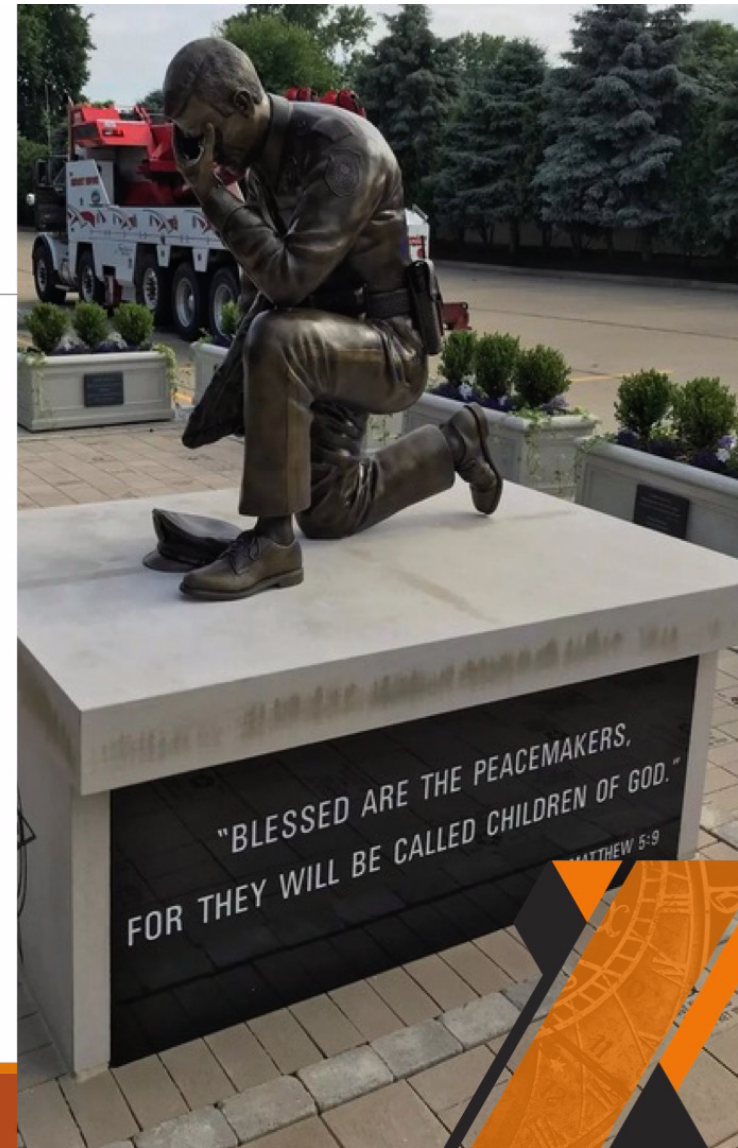
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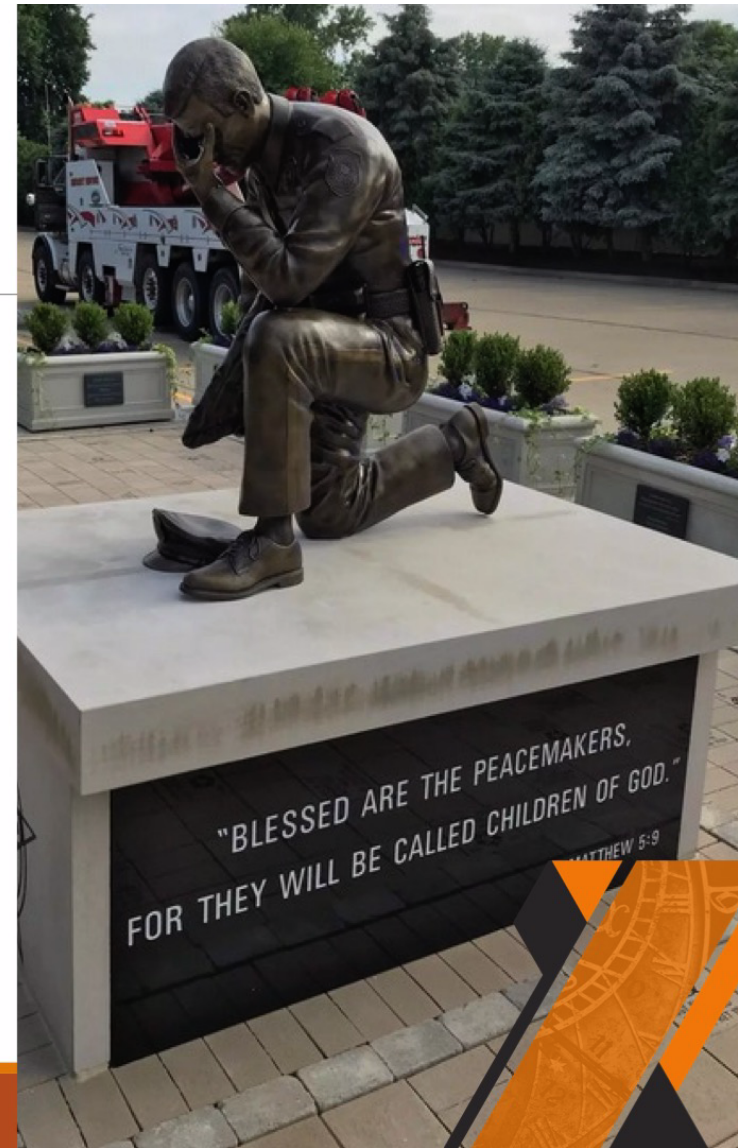
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5X higher than general population

- Depression
- PTSD Symptoms



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Trauma in Law Enforcement



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Trauma in Law Enforcement

188 Major Traumatic Events



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Trauma in Law Enforcement

188 Major Traumatic Events

Whitepaper Conclusion-
Dockstader, San Diego



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Oxygen Mask Analogy



Courage • Growth • Commitment

POLICE CHIEF RESILIENCE & LEADERSHIP RETREAT

It can be lonely at the top, and often the best support system is with fellow chiefs who are walking the same path.

Together, you can take the time to focus on personal and organizational resilience, while balancing assertiveness that fosters trust at all levels of your organization.

This retreat is exclusively for The Police Chief. Other command staff should attend our Leadership and Resilience Retreat.

REGISTER

March 27 - 29, 2024

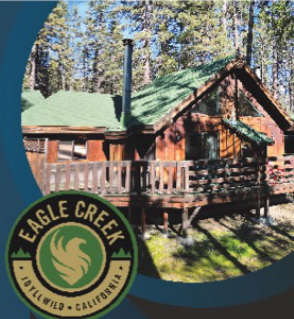
\$2,500 per person

3 day / 2 night all inclusive retreat with private room/accommodations at our Eagle Creek Retreat Center in Idyllwild, CA.

Link to Register: <https://rb.gy/53n534>



shiftwellness.com
firstresponder-wellness.com
thecounselingteam.com



This 3 day / 2 night retreat is held at our Eagle Creek Retreat Center in Idyllwild, California. Along with other Chiefs, you will strengthen skills so others will continue to see you as a respected, competent, and compassionate leader. You will also learn how to improve work-life balance, while creating a healthier culture for your department.

Retreat Objectives

- Legitimate Leadership Resilience Workshop
- Burnout and Compassion Fatigue
- Retire Well Strategies
- Connection & Understanding
- Post Traumatic Growth Practices
- Responder Home and Family Life
- Group & Individual Mental Performance Training

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Oxygen Mask Analogy

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



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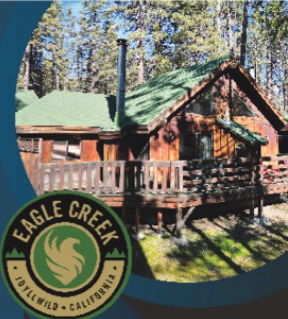
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How well do you take your own advice?



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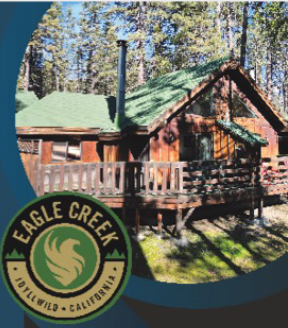
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Self-Care Myths: What It's NOT

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✕ 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.

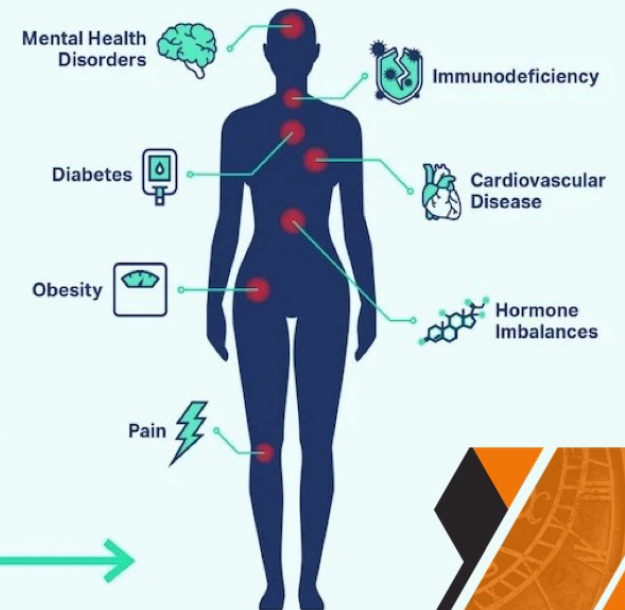
Sleep Deprivation

*Impairs Judgment
Key Factor in Suicide*

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:



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.



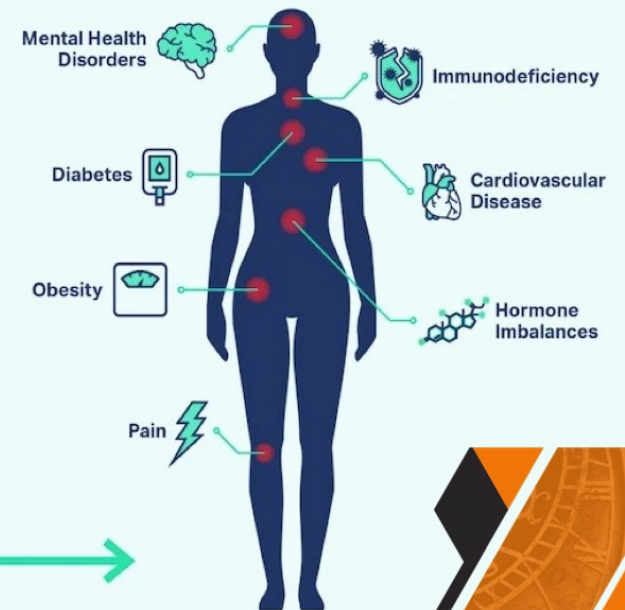
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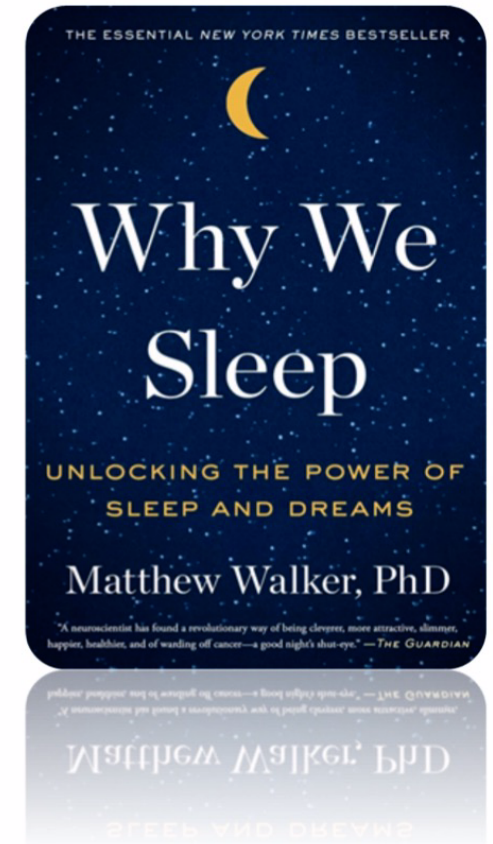
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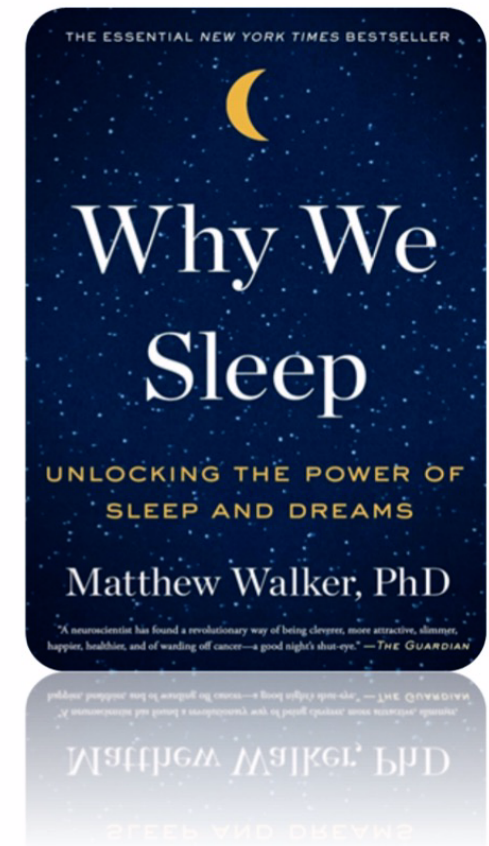


Proactive Approach



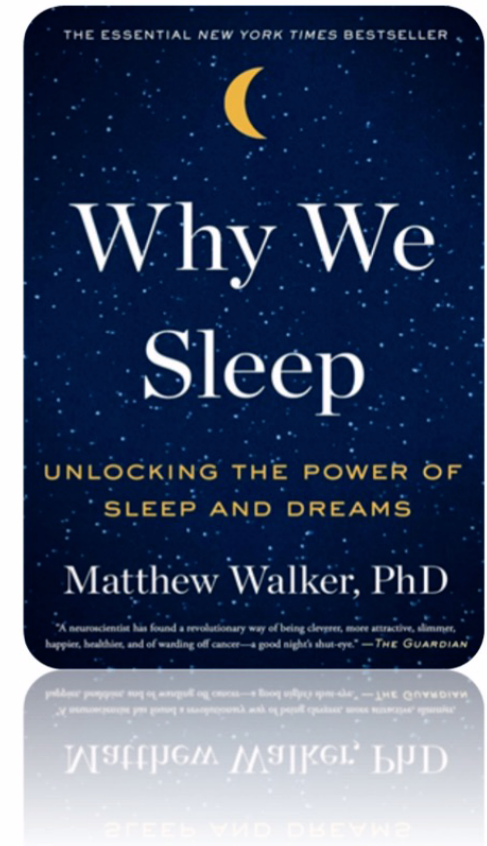
Proactive Approach

❖ Oura Ring/Woop- Wearables



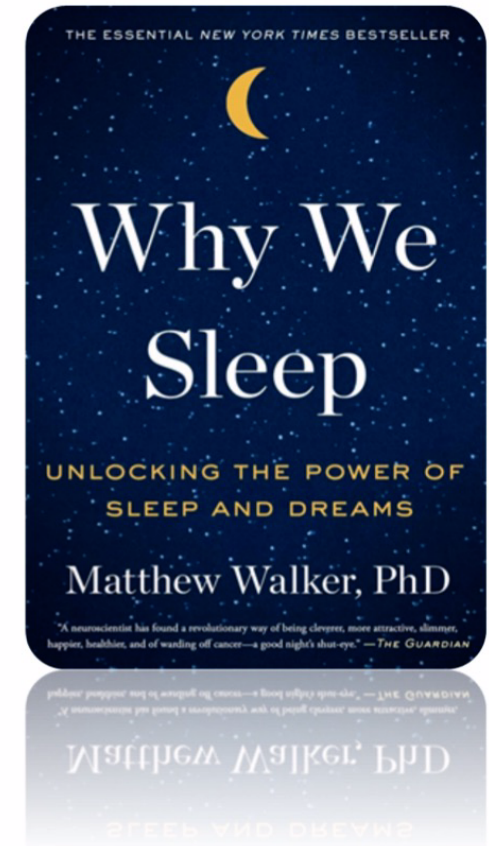
Proactive Approach

- ❖ Oura Ring/Woop- Wearables
- ❖ MZ00 Eye Mask



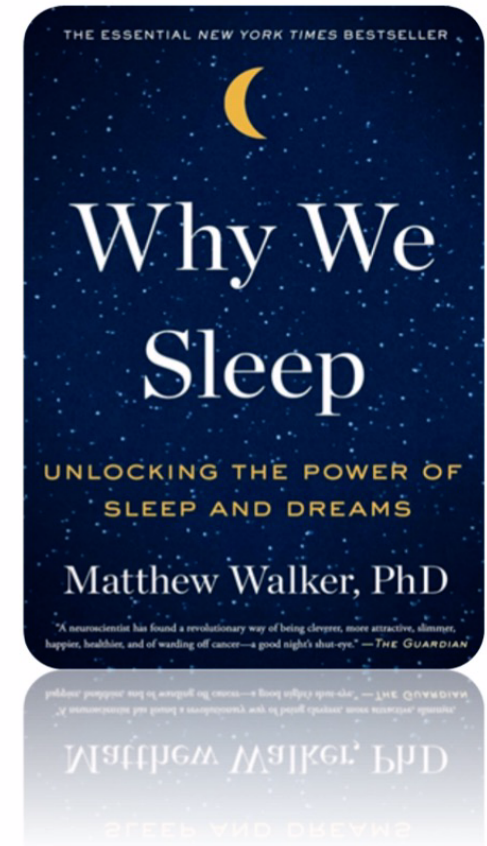
Proactive Approach

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



Proactive Approach

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- ❖ MZ00 Eye Mask
- ❖ Limit Blue Light Exposure-phones/tablets/computers
- ❖ Limit Late night gaming



Fortune Favors the Bold

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Fortune Favors the Bold



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Emerging Trends in Wellness



Emerging Trends in Wellness

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

- Deep Breathing Exercises
- Meditation



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The Science of Awe



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CBD use in First Responders



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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

INTRODUCING



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



Are You Living
A Life Worth
Dying For?



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“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.”



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John 3:16



#CREATETHECULTURE



#bethesolution

#letsstartamovement

#changingoutcomes

#stoppolicesuicide

#CREATETHECULTURE

LEAD WITH LOVE



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#CREATETHECULTURE

LEAD WITH LOVE

*"BE THE LEADER YOU WOULD BE
INSPIRED TO FOLLOW"*



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LEAD WITH LOVE

*"BE THE LEADER YOU WOULD BE
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❖ One Person



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Stay Safe, Healthy and Resilient



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Stay Safe, Healthy and Resilient

God Bless



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