



Agency

New Brighton Department of Public Safety



Municipality

City of New Brighton, Minnesota



Size of Force

33 Sworn Officers

Select Faith-Based Partners

The New Brighton Police–Faith Community Partnership initially identified 20 individual faith communities operating in the city. Clergy and senior leadership were invited to an inaugural gathering of the department’s Police–Faith Community Partnership initiative in January 2016 to meet with law enforcement administrators about developing relationships between police and churches in New Brighton. From that first meeting, attendees expanded to include outreach directors, maintenance workers, other administrative staff and congregants.



Community Engagement Staffing Structure (Command, Number of Officers with Brief)

The police chief and the department’s faith community liaison serve as the primary points of contact for its faith partners. Community engagement staffing structure within the department also includes a community outreach, education and intervention sergeant and a community engagement officer. To provide internal spiritual support to public safety staff, a priest from a local Catholic church serves as a “community chaplain” for the department.

Training Offered to Officers in Community Engagement

Officers have attended training provided by a retired FBI agent on safeguarding houses of worship and training by the Islamic Resource Group to understand more about Muslims in the community. Officers have also received training and continued a partnership with the Department of Homeland Security’s Cybersecurity and Infrastructure Security Agency (CISA) to provide security resources for houses of worship.

Short History of Faith-Based Partnerships with the Agency

The New Brighton Police–Faith Community Partnership began in January 2016. From that first gathering, the group has continued meeting on a near quarterly basis, including virtually during the COVID–19 pandemic. Positive working relationships have been established between law enforcement and faith communities, and also among the churches themselves as they have been brought together in common service for the betterment of New Brighton through cooperative volunteer outreach efforts and shared ministries.

Special Programming with Faith-Based Organizations

In October 2018, the Chief and the department’s Faith Community Liaison Officer were invited to speak at a Baptist church conference about safeguarding houses of worship. With attendees representing hundreds of churches in the



Upper Midwest, the presentation included suggestions for how clergy and lay leaders could engage their local law enforcement with developing such a relationship between police and faith communities.

The last two years, congregations in the faith community partnership have sponsored a free health care clinic for residents of New Brighton, offering medical and dental services without charge. These clinics have provided tens of thousands of dollars' worth of medical, dental and eye care, along with a variety of other social services. The group is currently in talks to sponsor a third clinic in June 2023.

Ongoing Efforts with Faith-Based Organizations

The New Brighton Police-Faith Community Partnership (FCP) continues to meet in person on a quarterly basis and additionally throughout the year as needed to discuss specific needs, ideas or special projects. Recently, the New Brighton City Council appointed one of the original FCP participants to serve as a civilian oversight member on the city's Public Safety Commission to help guide decision making of the department. The FCP intends to host its 3rd Annual Compassion Connect free health clinic in June 2023 and participate in National Faith & Blue Weekend in October 2023.

Three Key Lessons

1. **Relationships built on trust take time.** Members of the FCP initially gathered with a common belief that by working together, we could better serve the citizens of New Brighton. Over the years, as members have gotten to know each other and observe consistency of action toward a shared goal, the partnership has strengthened. It takes patience early on to get to that point.
2. **Support from city officials, law enforcement leadership and faith leadership is essential for success.** Buy-in and support from the top shows the initiative is valued and supported and empowers members to do the work and innovate in the field.
3. **Continuous communication.** A level of balance needs to be achieved between too much and too little communication. The FCP found meeting quarterly was often enough to keep topics relevant and the group engaged, but not too often where it interrupted the regular work schedules of members.



Other Notes

The FCP has advanced the legitimacy of local law enforcement with elected officials, as they recognize the value of these positive and proactive relationships between officers and churches. Since the inception of the FCP, elected officials regularly request information regarding a variety of city initiatives be shared with the faith leaders. Elected officials recognize that faith leaders in the city have strong relationships with many residents and can help the city convey messaging on important projects.



More information:
<https://www.newbrightonmn.gov/318/Police-Division>



Agency

Baltimore County Police Department



Municipality

Baltimore County, Maryland



Size of Force

1,947 sworn members authorized;
326 professional staff authorized

Community Engagement Staffing Structure (Command, Number of Officers with Brief)

The Baltimore County Police Department utilizes agency-wide and precinct-based community engagement personnel. The Youth and Community Services Unit (YCSU) is a department-wide resource for community engagement that consists of 21 sworn members and 11 professional staff members. The YCSU provides resources for officers and the public in the areas of crime prevention, gang awareness, juvenile criminal diversion programs, Citizens Academy, bias incident coordination, elder abuse investigation coordination, multicultural resources and relationship building, countywide coordination with faith-based organizations, and coordination of the School Resource Officer Program. Each of the ten precincts also has a dedicated Community Outreach Team (COT) whose purpose is to serve as a liaison between the individual precinct and the communities within those precincts. There are currently 55 sworn members assigned agency-wide to COTs. The COT provides proactive resources for identifying, stabilizing, and resolving community fear, develops and executes crime prevention strategies, coordinates with local youth programs, and coordinates with local faith-based organizations.



Training Offered to Officers in Community Engagement

The Baltimore County Police Department requires training for community engagement efforts during the Police Academy as recruits and continuing education during the In-Service Training program.

Short History of Faith-Based Partnerships with the Agency

The Baltimore County Police Department's Faith-Based Initiative was established in 2015 following incidents in other jurisdictions including the death of Freddie Gray and subsequent unrest. The intent of the initiative was to establish better relationships with the community by working with the community leaders they trust. The organization has also held different types of workshops on topics such as domestic violence, public safety, and what to do when stopped by police in order for the community and police to have a better understanding of each other and to bridge the gap.

Special Programming with Faith-Based Organizations

In recent years, the Baltimore County Police Department has enhanced its partnerships with faith-based organizations. The largest agency-wide program is the Faith and Blue Program. Faith and Blue is coordinated by the YCSU with each precinct organizing their own events.



Ongoing Efforts with Faith-Based Organizations

The Baltimore County Police Department strives for continual engagement with our faith-based organizations. Some of the ongoing activities used to build relationships include participating in local health fairs, Trunk or Treat, backpack giveaways near the start of the school year, participating in youth roundtables, assistance at food pantries, movie nights, and community safety presentations.

Three Key Lessons

1. Continual engagement with faith-based organizations is essential to maintaining the relationship between the police department and the organization.
2. Baltimore County has congregations from nearly every major faith. It is important to have an understanding of the individual religions. It isn't essential to fully understand each individual faith, but understanding there are differences and being willing to learn about the religions will help build the relationship.
3. Using a major event is an excellent way to start the relationship, but engagement must continue beyond that event. If the engagement with the faith-based organizations consists of only a yearly event, you won't build a relationship. This could lead to the faith-based organizations feeling it is being used by the police and the relationship that was there degrading.



More information:
www.baltimorecountymd.gov/departments/police/



Agency
Brookhaven
Police Department



Municipality
City of Brookhaven



Size of Force
86 Sworn Officers

Select Faith-Based Partners

- Our Lady of the Assumption Catholic Church
- Atlanta Vineyard Church
- China Grove First Baptist Church
- Saint Martin in the Fields Episcopal Church
- Brookhaven United Methodist Church
- Skyland United Methodist Church

Community Engagement Staffing Structure (Command, Number of Officers with Brief)

One sergeant and two officers. The officers are tasked with the majority of the community engagement work and the supervisors assist with all large events and engagement with church and business leaders.

Training Offered to Officers in Community Engagement

Programming provided:

- Various crime prevention through environmental design courses
- Social media and outreach
- Women’s self-defense instructor
- Civilian active shooter response instructor

Short History of Faith-Based Partnerships with the Agency

The Brookhaven Police Department’s relationship with faith-based organizations was initially established through the partnership with Our Lady of the Assumption Catholic Church. Through this partnership, Brookhaven PD was able to meet other faith-based leaders at functions and build additional relationships.





Special Programming with Faith-Based Organizations

Local churches are asked to participate in our Shop with a Badge event. Churches help to identify various children who can participate and shop with a police officer to receive \$200 worth of presents.

Faith-based organizations will reach out to Brookhaven PD to participate in their events, which have included a Blessing of the Animals with the police K9 unit, 100 year anniversary celebration, and Hanukkah Bazaars.

Brookhaven PD is also a member of the Brookhaven Minister's Group, which attempts to meet monthly and discuss upcoming events and hardships facing the community.

Three Key Lessons

1. **Open-mindedness.** Law enforcement and faith leaders serve a similar purpose of bettering the local community, but through different methods.
2. **Communication and follow-up.** Many leaders of small faith-based organizations have other jobs and may often be hard to get in touch with. Police should continually seek to establish an open line of communication with faith-based leaders.
3. **Sincerity and expertise.** Establishing a connection for the sole purpose of political gains will not create a lasting or meaningful relationship. Sincerity in achieving a unifying goal will help create a strong relationship, while expertise in the field of law enforcement will help maintain that relationship.



More information:
www.brookhavenga.gov/police