

# Holler Training

## 2024 Available Training Program Descriptions

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All training provided through Holler Training is seated in the belief and knowledge that multidiscipline and community approaches are the best way to protect child victims.

Serving as Chief of Police for Liberty Township, Adams County, PA for 16 years and also being Fire Marshal for 8 of those years has provided me with an abundance of experience/material to draw upon for training purposes. Prior to my law enforcement career, I served as a paid firefighter for 23 years for Montgomery County, MD.

Internationally known, my training focuses on crimes against children investigations and thousands of attorneys, judges, law enforcement professionals, medical, mental health and public health professionals, social workers, and advocates both in the United States and internationally have benefited from my training and technical assistance on a range of topics specifically related to crimes against children. Over 30 years of law enforcement/public service experience has allowed me to see firsthand the failures and successes of child abuse investigations and the degree to which the well being of a child victim depends on the actions adults and professionals are willing to take.

I am the Executive Director of Firefly, an independent sexual abuse investigative company and has conducted independent sexual abuse investigations for large religious organizations throughout the United States.

It is my belief that our number one goal should be to provide the child victim the opportunity to become a survivor. In order to make this happen, every member of the team must do their part throughout the entire process. This means from the onset of the investigation, through the prosecution process, and lastly (and most importantly) the on-going services that must be provided to the child.



These excellent training programs will not only provide the skills to carry out a complete and thorough investigation but will also challenge each participant to be an advocate and champion for children. They are not your "run of the mill" PowerPoint presentations. Much effort has been put into making each presentation as interesting as possible while keeping in mind the seriousness of the subject matter. Not only will you hear the information, but you'll also see what is being talked about with some wild and crazy visuals meant to engage the audience and enhance your knowledge of the subject. Each slide has a picture and a story that is intended to touch the lives of the participants.



All training programs are adaptable to meet the needs of your agency and can be presented in a variety of formats including day long sessions. They can also be presented in conference format as well as plenary and keynote sessions.

Attached is a list of available programs as well as descriptions for each. Please feel free to contact me by email: [jimholler@hollertraining.com](mailto:jimholler@hollertraining.com) or by phone, (717)752-4219 for additional information.

# 2024 Available Training Programs

## **Investigations** (pages 3-8)

- ✓ Drowning – *Accident or Homicide*
- ✓ Child Homicide Investigations
- ✓ "Gentle Child Murder" - Suffocation/Strangulation/Drowning
- ✓ The Front-Line Worker – *"Child Abuse and Injury Investigation & Reconstruction"*
- ✓ Understanding Patterned Injuries
- ✓ Advanced Injury reconstruction
- ✓ Child Torture – *"The American Trend"*
- ✓ Childhood Fall Injuries – *"Accidental vs. Inflicted"*
- ✓ Understanding and Investigating Child Burn Injuries
- ✓ Fatal Fires Involving Children – *"Accidental, Homicide or Suicide?"*
- ✓ Youth Suicide or MURDER? Can You Tell the Difference?
- ✓ First Responder Contact in Child Abuse Investigations

## **Team Training** (page 9)

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- ✓ **"AM I THE ONLY ONE MESSED UP? - Vicarious Trauma – *The Silent Killer* (MOST REQUESTED FOR 2023! OUTSTANDING KEYNOTE!!)**

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- ✓ Criminal Minds: "To Bear Witness" - Clergy Sexual Abuse (NEW FOR 2024!)
- ✓ Criminal Minds: "The Silencer" - Child Sexual Predators within the MDT (NEW FOR 2024!)
- ✓ Criminal Minds: "True Conviction" - Child Sexual Predator Characteristics and Behaviors (NEW FOR 2024!)
- ✓ Child Pornography – *"From Sex to Barbie Dolls"*
- ✓ Corroborating Evidence – Reducing the Child's Stress and Strengthening Your Case
- ✓ Authority Rape

## **Domestic Violence** (page 12)

- ✓ Caught in the Middle – *"Child Abuse and Domestic Violence"*

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- ✓ Social Workers - *"Making a Case for Safety"* (MOST REQUESTED FOR SOCIAL WORKERS for 25 YEARS!)
- ✓ Social Workers - *SITUATIONAL AWARENESS*
- ✓ Giving to Others and Believing in Yourself
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## **Judges** (page 14)

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## **Drowning – Accident or Homicide**



**Target Audience:** *Multi-Disciplinary Teams - Specifically Law Enforcement, Child Protective Services, Children's Advocacy Centers and Prosecution*

*90-minute format*

### **Description:**

This training is a comprehensive overview of investigating drowning events. Every day about ten people die from unintentional drowning. Of these, two are children aged 14 or younger. Drowning is responsible for more deaths among children 1-4 years of age than any other cause except congenital anomalies. Drowning related deaths can occur under almost any set of circumstances whether it's a child swimming in the family swimming pool, a child falling in a 5-gallon bucket or taking a bath in a bathtub. All of the scenarios could be quickly determined to be accidents. But are they all really accidents? All child drownings should be considered a homicide until proven differently. Without knowing what to look for on-scene and during the course of the investigation, the truth could be impossible to determine and the caregivers who intentionally killed their child could walk away. This training will focus on varying red flag indicators for investigators to look for while investigating a drowning event. Recognizing just one of these indicators may not be the determining factor in identifying a case of foul play, but it is cause to dig deeper for answers. The more red flags that are present during an investigation, the stronger the probability becomes that something is wrong.

## **Child Death/Homicide Investigations**



**Target Audience:** *Multi-Disciplinary Teams - Specifically Law Enforcement, Child Protective Services, Children's Advocacy Centers and Prosecution*

*Best presented in a full- day format but can be done in any time format.*

### **Description:**

This training will address the duties of investigating officers and detectives as they begin to investigate a child death by providing investigative techniques to help them determine whether the cause of the child's death was natural, accidental, suicidal, or homicidal. Investigators will be provided with essential information on child neglect, the dynamics of physical abuse, and the reconstruction and investigation of soft tissue injuries. The training will also address the duties of the first responding police officer, which in some small agencies may be the officer who will ultimately investigate the child's death. Emphasis will be placed on the initial investigation of the residence or area where the child's body was located, and what can be done to help assure that the entire crime scene was thoroughly processed.

# **“Gentle Child Homicides” – Suffocation/Strangulation/Drowning**



**Target Audience:** *Multi-Disciplinary Teams - Specifically Law Enforcement, Child Protective Services, Children’s Advocacy Centers and Prosecution*

*90-minute format  
Also covered in Child Death/Homicide Day class*

## **Description:**

Gentle homicides encompass smothering, strangulation and drowning and are the second most common type of child murder and the most difficult for investigators to discover. In most cases there is no evidence of any type of trauma and there are no tests at autopsy that could help determine this type of death and many cases are ultimately listed as Sudden Infant Death Syndrome (SIDS) when in fact it was murder. These cases are most likely discovered through admission from caregivers or witness accounts. Many of these murders come when caregivers simply use their hand, pillow, or blanket to restrict the infant’s oxygen intake causing asphyxia and death. This training is a comprehensive overview of investigating gentle homicides in children and will cover in detail suffocation, strangulation, and drowning homicides and will provide the investigator with the knowledge they will need to successfully conduct this type of homicide.

# **The Front-Line Worker – “Child Abuse and Injury Investigation Reconstruction”**



**Target Audience:** *Law Enforcement and Child Protective Services*

*Best presented in a full-day format but can be done in any time format and combined with the Bridging the Gap team training program.*

## **Description:**

Physical abuse, sexual abuse and neglect of children can happen anywhere. Anyone, regardless of social, economic, or educational level, can physically abuse or neglect a child. Investigators must be able to recognize the behaviors of abusive parents or caretakers and be able to begin to process all important information relating to the assessment of soft tissue injuries in victims of child abuse. This workshop will address the duties of the investigating police officer and CPS worker as they begin to investigate a child abuse complaint and what forms of evidence should be collected in every case. Investigators will be provided with the essential information on the abuse and neglect of children, the dynamics of physical abuse, and the reconstruction and investigation of soft tissue injuries.

# Advanced Injury Reconstruction



**Target Audience:** *Law Enforcement and Child Protective Services*

*Best presented in a full-day format but can be done in any time format and combined with the Bridging the Gap team training program.*

*90-minute format*

## Description:

Injury and scene reconstruction is a must as the investigator gains "explicit knowledge" of the series of events that surround the commission of the abuse using deductive and inductive reasoning, physical evidence, and scientific methods to determine how the injury occurred. This workshop will provide investigators with a better understanding of injury and scene reconstruction and some simple, but effective, tools to use such as injury and scene photography, video, play-dough reconstruction, dolls, and other non-traditional means to help recreate and determine the possible cause of injury.

# Understanding Patterned Injuries



**Target Audience:** *Multi-Disciplinary Teams - Specifically Law Enforcement, Child Protective Services, Children's Advocacy Centers, and Prosecution*

*90-minute format*

*Also covered in Front Line Worker Day class*

## Description:

A patterned injury is an injury which possesses features or configuration indicative of the object(s) or surface(s), which produced it. It is often described as a mirror image of what caused it. Investigators must be able to recognize not only the impression left on the child but also attempt to discover what object caused the injury and be able to begin to process all important information relating to the assessment of soft tissue injuries in victims of child abuse. This presentation will provide investigators with simple but useful investigative techniques that they can implement while trying to find out what object was used on the child's body.



## Child Torture – “The American Trend”



**Target Audience:** *Multi-Disciplinary Teams - Specifically Law Enforcement, Child Protective Services, Children's Advocacy Centers and Prosecution*

*90-minute format*  
*Also covered in Child Death/Homicide Day class*

### Description:

The very essence of "torture" is secretive and hidden. "The World Health Organization's definition of torture is "Extended exposure to violence and deprivation". Children with repeated or prolonged exposure to violence or deprivation, tortured at the hands of their caregivers and most not discovered or reported due to being locked in rooms, in cages, in cribs, on beds and in basements, chained to polls, starved and physically and sexually abused occur everyday here in the United States. In some occasions both law enforcement and CPS have been at the home on un-related incidents completely unaware of the child or children that are being tortured in the house. This training will better prepare first responders, law enforcement, child protective services, fire and EMS, juvenile and adult probation, mental health and other in-home health professionals to recognize possible signs of children being tortured inside the residence. There are many instances in which team members withhold what might seem to be minor details however; when shared, paint a much clearer picture of what may be happening in the residence where this child is being tortured and lead to the recovery of the child.

## Childhood Fall Injuries – “Accidental or Inflicted?”



**Target Audience:** *Law Enforcement and Child Protective Services*

*90-minute format*  
*Also covered in Child Death/Homicide Day class*

### Description:

Falls are the leading cause of unintentional injury for children. Nearly one-third of all fall-related visits to hospital emergency rooms are children ages 14 and under. More than half of all nonfatal injuries to children are associated with falls, and falls are the leading cause of nursery product-related injuries. The severity of a fall-related injury is determined by the distance of the fall and the landing surface. Head injuries are associated with the majority of severe injuries and deaths resulting from falls. Because falls are associated with a child's curiosity and development of motor skills, children ages 10 and under are at the greatest risk of fall-related death and injury. This workshop will focus on identifying non-accidental fall injuries on children and will emphasize the specific techniques that can be used by the investigator in the assessment, investigation, and reconstruction of injuries sustained from a fall.

# Understanding and Investigating Burn Injuries



**Target Audience:** *Law Enforcement and Child Protective Services*

*90-minute format*

*Also covered in Front Line Worker Day class*

## **Description:**

Infants and toddlers are most likely to be burned intentionally. Child abuse burn victims are typically under the age of 10 with the majority of them being under the age of 2. Immediate identification of intentional burn victims by those individuals first responding to the call for assistance is crucial because most of the victims are unable to speak for themselves. This workshop will provide law enforcement officers and CPS workers with information that will assist them in distinguishing the difference between intentional and accidental burns. It will also assist the investigator by providing methods that can be used in recreating the incident to help prove or disprove the caregiver's statements as to how the burns were sustained.

## **Fatal Fires Involving Children –**

### ***“Accidental, Homicide or Suicide?”***



**Target Audience:** *Law Enforcement, Fire Arson Investigators*

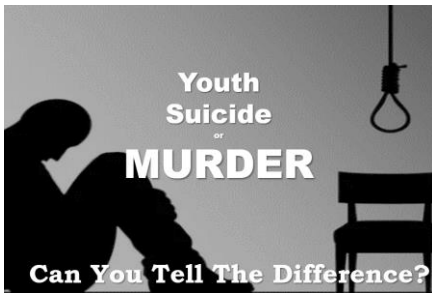
*90-minute format*

## **Description:**

Each year nearly 4,000 children aged 14 or younger are injured or killed in residential fires. Forty percent of these casualties are under the age of five. Fires involving children are tragic and often preventable. Many children are killed in residential fire settings as a direct result of a caregiver killing the child either before the fire or using an alleged “accidental” fire to kill the child. A body subjected to fire effects can tell the investigator about the fire (and/or explosion) as well as about what occurred before, during, and after the fire. These facts may be crucial to fire origin and cause determination as well as responsibility and motive in an incendiary fire. Fire investigations involving injuries and fatalities require a team approach. When a severe injury and/or death occurs at a fire, other agencies immediately become involved including the police, the district attorney and the medical examiner's office. The investigator must work with the medical examiner, coroner, pathologist, toxicologist, evidence technician, police detective, photographer, EMTs, and medical personnel to ascertain what happened to the victim, and all must work together to construct a complete picture of the incident.

# Youth Suicide or MURDER?

## *Can You Tell the Difference?*



**Target Audience:** *Law Enforcement*

*90-minute format*

### **Description:**

The statistics are mind boggling, suicide is the second leading cause of death among middle and high school age youth (ages 12-18) and sadly the numbers are continuing to grow for pre-adolescents. Most youth suicides involve hanging, firearms, asphyxiation, and poison. The scene of any suicide especially with a child is horrific, and hard to process what we are truly seeing, wondering more about “why” this child would do such an act and how we can help the grieving caregivers through the ordeal. Sadly in this country we are also losing over 2000 kids a year to homicide at the hands of their caregivers and those number are solely based on the kids we know of and not of the caregiver who “craftily” got away with murder! What better way than to stage a suicide! This training will address the staging of the scene, carefully examining the body’s position, placement of the weapon etc. We will look carefully about the underlying cause of death, where are the injuries, are they consistent with the story given of how the child was discovered, what was in the suicide note and what were the child’s movements prior to the incident.

## **First Responder Contact in Child Abuse Investigations**



**Target Audience:** *Multi-Disciplinary Teams - Specifically Law Enforcement, Child Protective Services, Children’s Advocacy Centers, and Prosecution*

*90-minute conference format and geared specifically to the MDT.  
Also covered in ALL sexual abuse investigation programs*

### **Description:**

Each day, thousands of children fall victim to child abuse in the US. Intervening efficiently in the lives of these children and their families is not the responsibility of any single agency or professional group, but rather that of a shared and skilled multidisciplinary team. Investigators must be able to determine the who, what, when, where, how, and why questions to be able to successfully investigate and prosecute the abuse allegations along with assuring the child’s safety. This training will cover the minimal facts that first responders will need to know how to proceed with the investigation stressing the importance of awareness among individual team members to the investigative needs of the other members.



# “AM I THE ONLY ONE MESSED UP? – Vicarious Trauma – *The Silent Killer*



**Target Audience:** *Multi-Disciplinary Teams - Specifically Law Enforcement, Child Protective Services, Children’s Advocacy Centers and Prosecution*

*90-minute format to half day format*

## **Description:**

Vicarious traumatization is unique to police officers, social workers and other crisis workers because of their frequent contact with human suffering, especially when dealing with children. Multidisciplinary child abuse members routinely must respond to situations where they are exposed to the worst of people and the worst of what people do to each other. The psychological impact of such incidents is referred to as vicarious traumatization. Vicarious traumatization is the psychological cost of caring for victims who have been traumatized while feeling a sense of responsibility to help. This training will address ways police officers and social workers can deal with the two types of trauma that may be experienced: secondary traumatic stress disorder and vicarious traumatization.

# **Bridging the Gap – “Protecting Our Kids”**



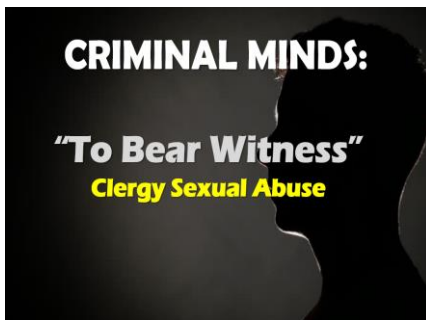
**Target Audience:** *Multi-Disciplinary Teams - Specifically Law Enforcement, Child Protective Services, Children’s Advocacy Centers and Prosecution*

*90-minute format to half-day format and a great class to tie in with any program!*

## **Description:**

This highly emotional training is designed to touch the heart of each person within the MDT team, challenging them to do better child abuse and sexual assault investigations. The common goal between each agency is creating a child-safe world where children are free from being abused and exploited by adults. Both CPS and law enforcement personnel work very hard in an effort to achieve this goal; however, in many cases agencies are working independent from the other. This causes friction between the two agencies, and in many cases, a child may suffer, and the perpetrator may go free. This workshop will educate the law enforcement officer on the duties of the CPS worker, what standards they are required to prove by law, and what happens when these standards are not met. CPS workers will learn the role of law enforcement and what officers face in dealing with these types of cases. The primary goal is to bring these agencies closer together, not only in an investigative role in child abuse cases, but also as a support system where they can lean on each other for encouragement and support. This workshop is designed to show the benefits of joint investigation, such as improved protection and services for children, better understanding of roles and responsibilities, enhanced information sharing, more effective use of limited resources, enhanced training, and reduced burnout.

## Criminal Minds: "To Bear Witness" - Clergy Sexual Abuse

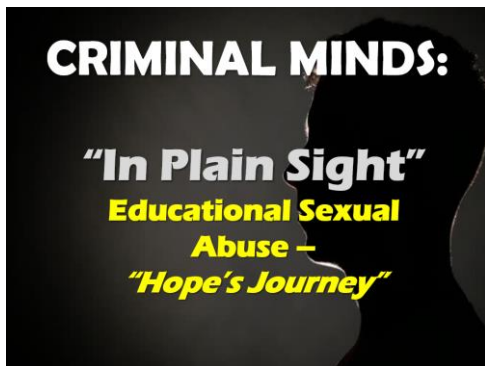


**Target Audience:** *All Service Providers - Multi-Disciplinary Teams – Law Enforcement, Child Protective Services, Children’s Advocacy Centers, Prosecution and Parents*

### **Description:**

Sadly, religious leaders and clergy have been sexual abusing minors for centuries. For decades, church leaders have protected these sexual predators and shielded them from being exposed. This workshop addresses the common trademarks and typologies of the child rapist within the church as well as characteristics and behaviors that this person may have. This workshop will identify the problem of child molestation and provide investigators with insight into what these children experience at the hands of a religious leader, and how that knowledge can assist in better understanding the crime. This information will help you to complete a more thorough investigation, which will greatly improve your odds of achieving a successful arrest and prosecution of the perpetrator.

## Criminal Minds: "In Plain Sight" - Educational Sexual Abuse – "Hope's Journey"

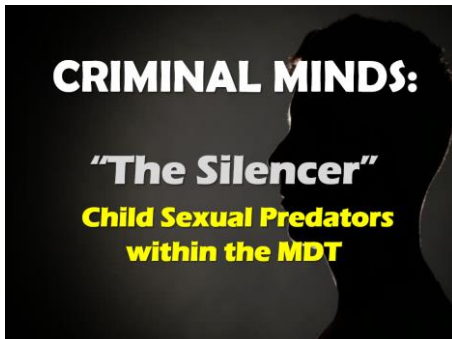


**Target Audience:** *All Service Providers - Multi-Disciplinary Teams Law Enforcement, Child Protective Services, Children’s Advocacy Centers, Prosecution and Parents*

### **Description:**

This workshop will follow the life of a young child who at an early age began to be molested and raped by a Junior High teacher. We will follow the traumatic events of her life into adulthood. Following this story will help provide participants with the tools needed to not only investigate such a high-profile crime but also provide the on-going services for the child victim. This workshop will identify the problem of child molestation and provide investigators with insight into what these children experience at the hands of an educational leader, and how that knowledge can assist in better understanding the crime. This information will help you to complete a more thorough investigation, which will greatly improve your odds of achieving a successful arrest and prosecution of the perpetrator. This workshop will define the two most prevalent sexual offenders, the situational offender and the preferential offender and how each works to carefully groom and seduce their child victims through the use of attention, affection, kindness and gifts.

## Criminal Minds: *"The Silencer"* - Child Sexual Predators within the MDT

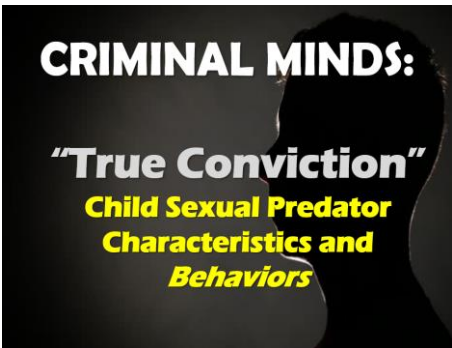


**Target Audience:** *All Service Providers - Multi-Disciplinary Teams  
Law Enforcement, Child Protective Services, Children's Advocacy Centers, Prosecution and Parents*

### **Description:**

Are there child sexual predators within the MDT? It's unthinkable, but every year, hundreds of police officers, child protection service workers, prosecutors, mental health providers, CAC staff, etc. are arrested for a sexual assault of child. Sadly these predators usually are not on anyone's radar due to the authority position that they are in. This workshop addresses the common trademarks of the authority rapist as well as characteristics and behaviors that this person may have.

## Criminal Minds: *"True Conviction"* - Child Sexual Predator Characteristics and Behaviors



**Target Audience:** *All Service Providers - Multi-Disciplinary Teams  
Law Enforcement, Child Protective Services, Children's Advocacy Centers, Prosecution and Parents*

### **Description:**

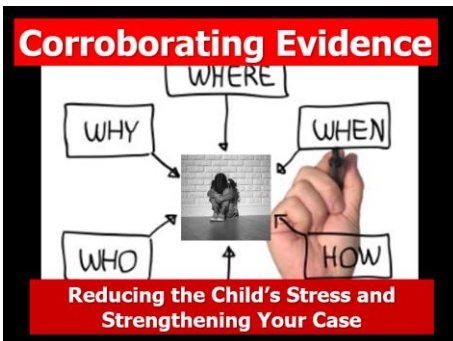
This workshop addresses the common trademarks and typologies of the child rapist as well as characteristics and behaviors that this person may have. For many of these individuals their problem is not only the nature or quality of their sex drive of being attracted to children but also the quantity because they must have frequent and repeated sex with children. The workshop will also address characteristics and behaviors that make the child more vulnerable. Important strategies about investigating the suspect and the crime scene are covered giving the investigator important tools needed for a successful prosecution.

# Corroborating Evidence – Reducing the Child’s Stress and Strengthening Your Case

**Target**

**Audience:**

*Multi-Disciplinary Teams - Specifically Law Enforcement, Child Protective Services, Children’s Advocacy Centers, and Prosecution*



*90-minute conference format and geared specifically to the MDT. Also covered in ALL sexual abuse investigation programs*

## **Description:**

Corroborating evidence (in "corroboration") is evidence that tends to support a proposition that is already supported by some initial evidence, therefore confirming the proposition. Many child sexual abuse cases come down to a few facts and the child’s testimony thus causing a huge amount of stress on the child victim. Listening carefully to the child’s testimony as well as a good background investigation into the perpetrator, will many times reveal very important details that are sometimes overlooked thus reducing the child’s stress as well as building the prosecution’s case. This workshop will cover the sometimes simple and overlooked clues that are many times present in a child’s interview by taking apart the interview piece by piece, word by word to find clues such as places, sights, smells, sounds, etc. that could all potentially be corroborated with a thorough investigation.

# Caught in the Middle – “Child Abuse and Domestic Violence”



**Target Audience:**

*All Service Providers*

*90-minute to half-day format and geared specifically to any audience*

## **Description:**

This presentation will focus on the issue of domestic violence and child abuse and the devastating toll it has taken on our children. Children who become victims, either from abuse, neglect, or witnessing parental domestic violence are more likely to become involved in youth violence and other violent adult behaviors. Child abuse and domestic violence often occur within the same family and are linked in a number of ways that have serious consequences for the safety of all family members. This workshop will also address the ever-growing problem of child fatalities due to domestic abuse and neglect in the United States. No matter how these deaths occur, one fact remains, these perpetrators are usually individuals responsible for the care and supervision of the children, and most likely the incidents occur in the home. Children caught in the middle of domestic violence are often overlooked by CPS and law enforcement. This workshop will demonstrate the importance of recognizing that these children are often victims, not only by witnessing the violence but many times by being abused as a result of the violence.



## **Social Workers – “Making a Case for Safety”**

**Target Audience:** *All Social Workers Making Home Visits*

*Best presented in a full-day format but can be done in any time format*

### **Description:**

Each day thousands of social workers make home visits in the United States and during these visits they investigate allegations of abuse and sexual assault, update safety plans for children, and monitor on-going foster care. Social workers are at risk for hostile behavior from the public when visiting clients at hotels, apartments or homes in unfamiliar or dangerous locations, especially at night. They have often been assaulted with knives and fists while attempting to visit homes where parents are facing various court actions, or where children are being placed into foster care. Most of these home visits are made by a single social worker, without a radio or other means of adequate communications, and social workers have been assaulted and/or killed while making such home visits. This workshop will address safety concerns from the law enforcement perspective by providing social workers with important safety related information that they can utilize each time they make a home visit on their own. The workshop will provide social workers with ways they can identify potentially harmful conditions and defuse volatile situations when encountered.

## **Social Workers - “SITUATIONAL AWARENESS”**



**Target Audience:** *All Social Workers Making Home Visits*

*Best presented in a full-day format but can be done in any time format*

### **Description:**

While making home visits have you ever played the “what if” game? What if this family has dog? What if someone comes after me with a knife or a gun? What if I’m stabbed? What if they start shooting? What if I’m shot? What if I am chased? What if they hit me? The key to survival is being proactive, knowing what to do to become a survivor. Have you taken the time to mentally prepare and develop a mindset of awareness and survival? This training will help your agency prepare as well as equipping each participant with the knowledge that could save their lives during an attack. This is an INTERACTIVE training, one where participants will learn firsthand how to react.



## Learning to Listen - “Defusing a Hostile Situation”



**Target Audience:** *All Service Providers*

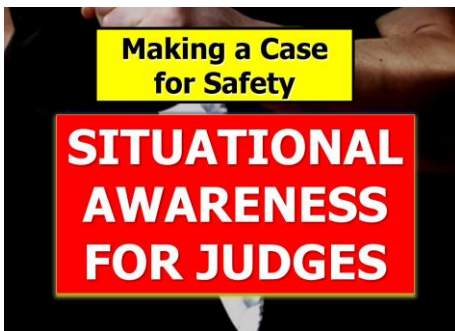
*90-minute format*

*Also covered in Social Workers - Making a Case for Safety Day class*

### **Description:**

Service providers spend countless hours behind the scenes assisting those in need. At times they may be forced to deal with individuals who become angry at the level of service being provided to them and will attempt to take their aggression out on the service provider. Despite efforts to control, circumstances can very quickly escalate into potentially dangerous situations. This presentation will stress the importance of not only recognizing a potentially dangerous situation, but also how to defuse it as quickly as possible. The presentation will also offer some life saving tips for the service provider on how to protect themselves if violence erupts. The safety and well-being of any service provider is essential in any case involving child abuse and/or neglect. This workshop will help the service provider to use communication techniques that can very quickly defuse a hostile situation.

## **SITUATIONAL AWARENESS FOR JUDGES**

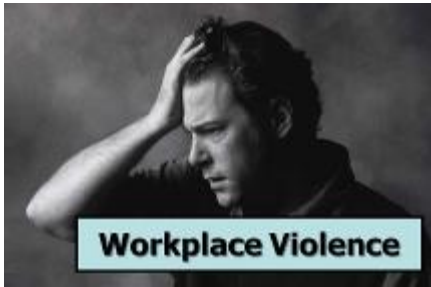


**Target Audience:** *Judges*

### **Description:**

Hundreds of Judges throughout the United States are become targets of violence on and off the job. The key to survival is being proactive, knowing what to do to become a survivor. Have you taken the time to mentally prepare and develop a mindset of awareness and survival? This training will help judges prepare as well as equipping each participant with the knowledge that could save their lives during an attack. This is an INTERACTIVE training, one where participants will learn firsthand how to react.

# Workplace Violence



**Target Audience:** *All Employees and Employers (Covered in CAC Safety Assessment Class)*

*90-minute format*

*Also covered in Social Workers - Making a Case for Safety Day class and CAC Safety Assessment Class*

## Description:

Violence in the workplace is a serious safety and health concern. Its most extreme form, homicide, is the fourth-leading cause of fatal occupational injury in the United States. The best protection employers can offer is to establish a zero-tolerance policy toward workplace violence against or by their employees. This workshop will provide employers and employees with the knowledge of what conduct is acceptable, what to do if they witness or are subjected to workplace violence, and how to protect themselves.

# SHOTS FIRED.....Surviving an Active Shooter EVENT



**Target Audience:** *All Employees and Employers*

*90-minute format*

*Also covered in CAC Safety Assessment class and Making a Case for Safety class*

## Description:

Shots Fired! This is the last thing one would ever expect to hear in a workplace, shopping center, church or school! The odds of being involved in an "active shooter" situation are similar to being struck by lightning. But lightning does strike, and active shooter situations happen, and when they do the results are catastrophic. While organizations and law enforcement agencies have revamped their prevention and response strategies to address this critical issue, history shows that the immediate action of people on the scene is the most effective way to minimize or stop the violence. The key to survival is being proactive; know what to do and how to become a survivor. Would you know what to do today if you were confronted by an active shooter at your work place or while shopping? Have you taken the time to mentally prepare and develop a mindset of awareness and survival? This training will help you're agency prepare and educate participants as to what they can do to save their lives during an active shooter event.

# Training Matters: Make Your Presentation Come ALIVE!



**Target Audience:** *All Trainers*

*90-minute format to full day class*

## Description:

When presenting to a group you'll be judged in the first 8 seconds by your ability to communicate effectively. They will also judge your familiarity of the subject and the way you communicate, so you must engage your audience from the beginning. How do we do this? How do we take the same proven investigative methods that have been used for years and better communicate them to our audiences so they retain it?

This presentation will help you communicate effectively and with a purpose. We will look at proper use of slide design that can greatly enhance the message you're trying to get across as well as engaging, and stimulating your audience! Participants will be taught all aspects of the functions from insertion to editing, graphics, video, and animation. We will talk about using case studies and reconstructing and videotaping the results to provide your audience with a firsthand look at what you're communicating to them. When your audience can see a visual as you talk about it, they are more likely to retain the information!

## Faith-Based Community Training



## Protecting your Church from *Child Sexual Predators*

**Target Audience:** *Religious Organizations*

*90-minute to half-day format and geared specifically to any audience.*

## Description:

Child sexual abuse is tragic for all those involved. This training will help your church put a plan into action to prevent child sexual abuse from happening in your church. You'll find help with addressing suspected abuse and how to handle sexual abuse accusations. Once you know the typical profile of a sexual molester you can plan to prevent these monstrous acts from happening to the children of your church. We will also review the church's legal responsibility for reporting such allegations. This presentation will help your church maximize the safety of children and vulnerable adults, protecting them from abuse while they are on church property or involved in church-related activities away from church. It also helps churches understand the importance of a program of this type not only to protect vulnerable children and adults, but also to protect church workers, whether paid or volunteer, from unfounded accusations.

# Chief Jim Holler

## ***Keynote/Plenary Speaker***

Chief of Police, Liberty Township Police Department (Retired)  
(717)752-4219

Email: [jimholler@hollertraining.com](mailto:jimholler@hollertraining.com)  
[www.hollertraining.com](http://www.hollertraining.com)



More than anything, Chief Holler understands that today's audience is savvy, well informed and deserves far more than the same old bedtime story or one-size-fits-all approach. He understands that every group is different, and he tailors his message to meet your needs. Chief Holler always expects to exceed your expectations and wants your group to walk away feeling that they have had a unique experience. This "down to earth" style is designed to entertain, motivate and challenge each participant. Chief Holler is known for his appeal to a wide variety of audiences by delivering serious, result-driven information with professionally polished humor.

If you're looking for a Humorous Motivational Speaker with a powerful message, who is absolutely hilarious and inspirational, then Jim Holler is the one you're looking for!"



Chief Holler is known for his entertaining, customized, and research-driven programs. He provides keynotes and break-out sessions for conferences, corporate events and association meetings that are funny, motivational and full of powerful content regarding crimes against children, self-esteem building and team building!



## **Funny, fast, and entertaining!**

**You will be shocked at how much information you will receive in just 60 minutes!**

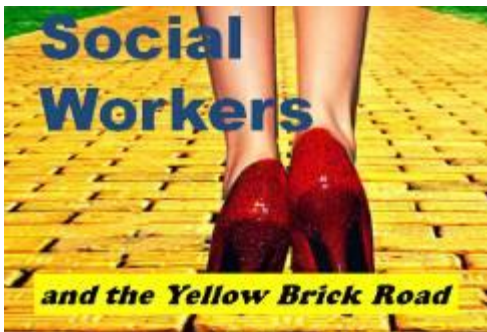


## ***Ideas that might fit your conference.....***



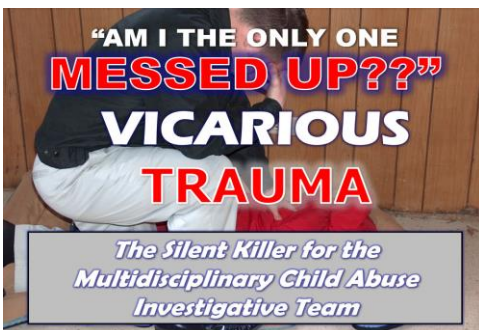
### **"The Echoing of a Nightmare" - *Shattered lives, survivors, and superheroes!***

Children who fall prey to the cunning and ruthless child molester are often haunted by what has happened to them and feel that there is no way out. These children are looking for a superhero to help them heal and become a survivor and that is where each of you become that 'superhero' by playing a huge part in that child's life! Being a "superhero" is tough and takes an optimistic person with high self-esteem who truly believes in themselves and this presentation is designed to give you the boost that you need to succeed in being that superhero!



### **Social Workers and the Yellow Brick Road**

Following the "Yellow Brick Road" can be difficult at times as we choose which forks to take, which potholes to avoid and more importantly the quickest way to get there! Technology has assisted us while driving to avoid the roadway "bumps," but in life we rely on a much higher power found deep within all of us to help us down that "yellow brick road of life!" This keynote will teach you how to tap into that inner self to help you avoid the potholes and navigate the forks of life. My goal is to motivate, entertain, encourage, and deliver a remarkable and unforgettable experience. Social workers need and deserve a boost for their morale and energy level and this keynote will do just that!

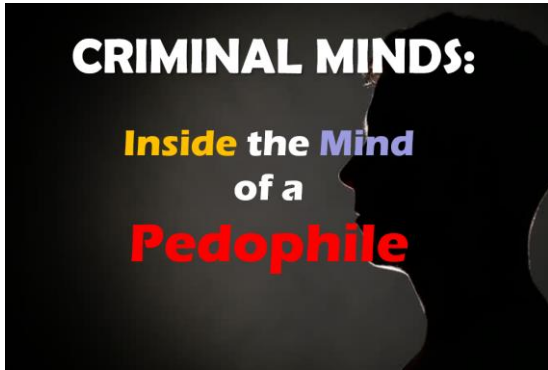


### **"AM I THE ONLY ONE MESSED UP?" - Vicarious Trauma - *The Silent Killer***

Vicarious traumatization is unique to police officers, social workers and other crisis workers because of their frequent contact with human suffering, especially when dealing with children. Multidisciplinary child abuse members routinely must respond to situations where they are exposed to the worst of people and the worst of what people do to each other. The psychological impact of such incidents is referred to as vicarious traumatization. Vicarious traumatization is the psychological cost of caring for victims who have been traumatized while feeling a sense of responsibility to help. This training will address ways police officers and social workers can deal with the two types of trauma that may be experienced: secondary traumatic stress disorder and vicarious traumatization.



## **Criminal Minds: *Inside The Mind of a Pedophile***



This keynote addresses the common trademarks and typologies of the child rapist as well as characteristics and behaviors that this person may have. For many of these individuals their problem is not only the nature or quality of their sex drive of being attracted to children but also the quantity because they must have frequent and repeated sex with children. The keynote will also address characteristics and behaviors that make the child more vulnerable. Important strategies about investigating the suspect and the crime scene are covered giving the investigator important tools needed for a successful prosecution.



## ***Giving to Others and Believing in Yourself***

This keynote is designed specifically for the direct service provider. The importance of building self-esteem in one another is stressed as we focus on the importance of knowing what our strengths are and how we can use these strengths in our daily life. Chief Holler will discuss the importance of having a stress

reliever that each provider can use on a daily basis, because the bottom line is, if the service provider does not believe in themselves, is not reminded of their strengths, and does not learn to deal with their stress, they will crash. Using stories, humor and powerful examples, Chief Holler underscores the need for everyone to look at themselves in a different light, reminding them of the power and passion they need to believe in themselves!



## ***Empowering Leaders***

If you are looking for no-fluff motivation, high energy original humor to motivate your crowd to be empowered, this is the keynote you're looking for! A leader who empowers people has clarity of purpose, relentless passion and the burning desire to help other people make progress. In this workshop Chief Holler will help leaders develop their purpose, their passion and to take a closer look at their progress as they set out to achieve their goals and learn how to stay focused and positive so that

they can more effectively provide leadership, inspiration and vision to those around them.



## ***Never say it can't be done!***

For anyone who has ever said, "It can't be done," Chief Holler challenges you to think again: "Not only can it be done, but there is more than one right answer!" This remarkable speech removes any excuses of why you can't achieve all of your dreams. Most importantly, Chief Holler gets people to take responsibility for what happens in their own life. Audiences will come away rejuvenated and optimistic about their futures and never fearing life's challenges again! Chief Holler relates in a meaningful, heartfelt way that no matter how tough times may

be... if you never give up... your can fulfill your dreams!



## ***Take a DEEP BREATH.....Everything is going to be ok!***

Operating a non-profit children's advocacy center can be very challenging in maintaining not only the everyday operations but also the huge task of fundraising. Being the administrator of one of these organizations is one of the most rewarding jobs ever, however; it also can be the most challenging! Chief Holler has served as board president for two child advocacy centers started

from scratch and has had on many occasions to tell his administrators to take a deep breath, everything will be ok. Through laughter and personal experiences, Chief Holler will help administrators and staff build their self-esteem and provide methods for overcoming obstacles to not only reduce their stress but also help build the CAC into a strong organization to better help kids.



## ***Superhero RECHARGE - Fine Tuning the Multidisciplinary Team***

**Most Popular Keynote in 2023!**

Chief Holler will have your multidisciplinary team laughing hysterically with this highly funny yet emotional keynote that is designed to touch the heart of each person within the team. He

will challenge them to work as a team, putting aside personal feelings, attitudes and any inhibitions team members may have in order to conduct better abuse investigations. Audiences will leave this rousing keynote pumped up and excited about making a profound difference at every level in the multidisciplinary team.

***Energize  
Your Team in  
CRAZY TIMES with Chief Holler!***

## Agencies That Have Participated in Holler Training Programs

Huntsville, AL - National Symposium on Child Abuse  
 Rochester, NY - Child Abuse Summit  
 Charleston, WV – National Association of Social Workers Conference  
 Gettysburg, PA – Children and Youth Training  
 Washington DC – Wendt Center  
 Lake Charles, LA – Connections Count Conference  
 Desmoids, IA – MDT Team Training  
 WestPoint, MS – MDT Team Training  
 Huntsville, AL - National Symposium on Child Abuse  
 Minneapolis, MN - Social Worker Conference  
 Lewisburg, PA – Child Development Safety  
 Fairfield, PA – Adams County Child Abuse Conference  
 Portland, OR – Child Abuse and Family Violence Conference  
 Odessa, TX – MDT Training  
 Middleburg, PA - Midd-West Middle School  
 Middleburg, PA – Parent Social Media Program  
 Midland, TX - Parent Social Media Program  
 Midland, TX - Midland DV Coalition Team Training  
 Tampa, FL Allied Intelligence  
 Baltimore, MD - Baltimore Child Abuse Center  
 Leonardtown, MD - St. Mary's County Maryland Multidisciplinary Team Training  
 Reading, PA - Berks County PA Multidisciplinary Investigation Team Training  
 Huntsville, AL - National Child Advocacy Center  
 Washington, DC - Safe Shores Child Advocacy Center  
 Dallas, TX - Dallas Child Advocacy Center  
 Minneapolis, MN – 124th Annual Social Worker Training Conference & Expo  
 Huntsville, AL – 32nd National Symposium on Child Abuse  
 Emmitsburg, MD - Christ's Community Church  
 Omaha, NE - Speaking of Children Conference  
 Odessa, TX - Harmony Home Child Advocacy Center  
 Portland, OR - 16th Annual Child Abuse Summit  
 Traverse City, MI - Michigan Chapter of the National Children's Alliance Conference  
 Wilmington, Delaware - Protecting Delaware's Children Conference  
 Charleston, WV - 2017 Spring CE Conference for Social Workers  
 Gettysburg, PA - Multidisciplinary Team Training  
 Des Moines, Iowa - Blank Regional Child Protection Center Team Training  
 Alexandria, VA - Department of Community and Human Services  
 Alexandria, VA - Center for Alexandria's Children  
 Centreville, MD - Queen Anne's County Child Abuse Response & Evaluation (CARE) Center  
 Charleston, WV - Covenant House – Social Worker Safety  
 Dixon, IL - Shining Star Children's Advocacy Center Annual Conference  
 Blair County, PA – Team Training  
 Minneapolis, MN - 122<sup>nd</sup> Annual Social Worker Training Conference & Expo  
 Linthicum, MD - Maryland National Association of Social Workers – Annual Conference (*Keynote*)  
 Gettysburg, PA - Harrisburg Area Community College Nursing Program  
 Oak Hill, WV - Oak Hill Middle School  
 Harrisburg, PA - Children's Resource Center  
 Huntsville, AL - 31st National Symposium on Child Abuse  
 Biloxi, MS - 3rd annual "One Loud Voice: A Multidisciplinary Team Approach" to child abuse conference  
 Portland, OR - 15<sup>th</sup> Annual Child Abuse Summit  
 New Oxford, PA - Immaculate Conception School  
 Charleston, WV - 2016 Spring CE Conference for Social Workers  
 Spokane, Washington - 2016 Children's Justice Conference  
 Centreville, MD - Queen Anne's County Child Abuse Response & Evaluation (CARE) Center  
 New Britain, CT 19<sup>th</sup> Annual Melanie Rieger Memorial Conference Against Violence  
 New Orleans, LA - American Professional Society on the Abuse of Children Conference  
 Washington DC - Safe Shores Child Advocacy Center  
 Charleston, WV – National Association of Social Workers Conference  
 Fargo, ND – Red River Child Advocacy Center Conference  
 Charlotte, NC – MDT Training  
 Emmitsburg, MD – First Aid and CPR Training  
 Lynchburg, VA – MDT Training  
 Mahanomen, MN - Communities Collaboration Brain Development Conference  
 Dallas, TX - Crimes Against Children Conference  
 Towanda, PA - The Children's House/CAC  
 Midland, TX – Champions for Children Conference  
 New Oxford, PA – Vicarious Trauma  
 Murfreesboro, TN - Connecting for Children's Justice Conference  
 Centreville, MD - Queen Anne's County Department of Social Services  
 Miami, FL - Southwest Key Program – Social Worker Safety  
 Geneva, NY - 2017 Believe Conference  
 Cambridge, Maryland - Dorchester County Department of Social Services  
 Lincoln, NE - Small Voices Child Advocacy Center  
 Dallas, TX – Crimes Against Children Conference  
 Laramie, WY Wyoming Joint Symposium on Children and Youth  
 Shelby, NC - Cleveland County School District  
 Greenville, TX - Hunt County Drug Endangered Children Conference  
 Towanda, Pa – Bradford County Schools  
 Towanda, Pa - The Children's House/CAC - Child Sex Trafficking Conference  
 Towanda, Pa – Tioga County Schools  
 New Martinsville, WV - First Church of God  
 Paden City, WV - Tyler County WV School District  
 New Martinsville, WV - Wetzel County WV School District  
 Wheeling, WV - Wheeling Park High School  
 Mankato, MN – Minnesota Social Workers Association  
 Lake Placid, New York - Hope Changes Everything Conference  
 Murfreesboro, TN – 2017 Connecting for Children's Justice Conference  
 Dallas, TX - Dallas Child Advocacy Center  
 Gettysburg, PA - Harrisburg Area Community College  
 Winfield, WV - Putnam County Schools  
 New Martinsville, WV - 2017 "Champions of Children" Conference  
 Annapolis, MD - Maryland Children's Alliance Annual Conference  
 Des Moines, IA - National Association of Social Workers Iowa Chapter  
 Central Islip, NY - EAC Network  
 Orlando, FL - 2016 Crimes Against Kids Conference  
 Poteau, OK - Leflore County Child Advocacy Center  
 Danville, PA - 2016 Child Protection Summit  
 Danville, PA – Danville High School Parent Program  
 Dallas, TX – Crimes Against Children Conference  
 Little Rock, AR - 2016 Arkansas Conference on Child Abuse and Neglect  
 Charlottesville, VA - Foothills Child Advocacy Center Child Abuse Conference (*Keynote*)  
 Lovell, WY - CARES, Inc.  
 Worland, WY - CARES, Inc.  
 Blair County, PA – Team Training  
 St Charles, MO - 2016 Midwest Justice for Children Conference  
 Jackson, MS - Mississippi Department of Child Protection Services  
 Lancaster, PA - Community Action Program for Manheim Central School District KtO  
 Murfreesboro, TN - 2016 Connecting for Children's Justice Conference  
 Winfield, WV - Putnam County Schools  
 Parkersburg, WV - The Children's Listening Place - Child Advocacy Center Team Training  
 Paden City, WV - 2016 "Champions of Children" Conference  
 Shelby, NC - Team Training  
 Shelby NC - Shelby Middle School - Social Media Parent Program  
 Cambridge, MD - 13<sup>th</sup> Annual Mid-Atlantic Conference on Child Abuse and Neglect

# Holler Training

Chief of Police, Liberty Township Police Department (Retired)  
(717)752-4219

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[www.hollertraining.com](http://www.hollertraining.com)

## 2024 Training Program Costs

### Keynote/Plenary Speaking Fees

#### 2023 Keynote/Plenary Fee

Keynote/Plenary plus a separate presentation/presentation **\$2,500.00\***  
(Both must be scheduled for the same day)

*Fees do NOT include airfare, hotel accommodations and ground transportation.*

**\*All fees are due and payable in full at time of training**

### Presentation Fees

One day of training (any time allotment) **\$1,700.00\***  
Two-day training (any time allotment) **\$2,600.00\***

*Fees do NOT include airfare, hotel accommodations and ground transportation.*

**\*All fees are due and payable in full at time of training**

### VIRTUAL Presentation Fees

One day of training (5-6 hours) **\$1,700.00\***  
Half-Day training (1 to 4 hours) **\$1,200.00\***

**\*All fees are due and payable in full before the time of training and prefer using the Zoom Platform**

## Travel

- ✓ **Your agency is responsible for making air travel arrangements.**
- ✓ I will provide you information about flights that will work with my schedule and it's your responsibility to book through your agency.
- ✓ **The only airline that I fly is Delta Airlines and I depart from Baltimore Washington International Airport (BWI).**
- ✓ **When booking flights through Delta you must choose the DELTA COMFORT price or higher. (see below)**
- ✓ Arrangements should be made so I arrive at your location the day before the training and arrangements for a return flight could be made the same night of the conference or the next day depending on the location and availability of flights.

FROM	DELTA COMFORT+™	FIRST/ BUSINESS
from eligibility	Delta Comfort+™ (W) from View Upgrade Eligibility	First (A) from
20	\$418 <sup>20</sup>	\$607 <sup>20</sup>
eligible	Pay with Miles eligible	2 left at this price Pay with Miles eligible
from eligibility	Delta Comfort+™ (W) from View Upgrade Eligibility	First (G) from
20	\$415 <sup>20</sup>	\$578 <sup>20</sup>
eligible	Pay with Miles eligible	Pay with Miles eligible

## Ground Travel

- ✓ I would prefer to be picked up and taken to the airport; however, if a rental car or a taxi is needed, you will be responsible for picking up these expenses.
- ✓ For trips more than 4 hours driving distance from Gettysburg, PA, a rental car will be used. Your agency would be responsible for picking up the expenses for the car.
- ✓ For trips under 3 hours driving distance from Gettysburg, PA my personal vehicle will be used and you will be charged 0.55 per mile to and from the training location.

## Airport Parking

- ✓ This is included in your daily rate.



## ***Hotel***

- ✓ Your agency would be responsible for making and paying for hotel arrangements. Accommodations would be needed the night before the training and depending on flight availability, possibly the night of the training. Preferences: Non-smoking room

## ***Daily Per Diem***

- ✓ This is included in your daily rate.

## ***Handouts***

- ✓ An electronic copy of the handouts will be provided to you prior to the training for your agency to make copies.