

Roll Call: Chad Shevlin



Chad Shevlin, Police Chief

Candia Police Department,
New Hampshire

Agency size: 12 sworn and 1
nonsworn

Total years of service: 17
years

IACP MEMBER SINCE 2020

Professional Profile

Why did you join the IACP?

I joined the IACP because the IACP offers more than just resources and training—it provides a platform to shape policy, share best practices, and drive meaningful changes in our communities. I wanted to stay ahead of the curve, to be informed, and to ensure that my department and the officers I lead benefit from the highest standards of ethics, professionalism, and service.

When did you first hear about the IACP?

I first heard about the IACP when I became a sergeant for the Raymond Police Department. Then, when I was lieutenant and had to update our use-of-force policy, I signed up for a membership to help me use the best practices out there. This was because I heard it mentioned as a great place to find policing resources, policy guidance, and global collaboration during one of my FBI-LEEDA classes. That's what stood out

to me then and it still resonates today. The IACP brings together leaders from all over the world who share a commitment to innovation, ethics, and community trust.

How has your career benefited from your membership?

My IACP membership has helped my leadership journey. It's given me access to a wide range of resources, model policies, training opportunities, research, and leadership development tools.

The IACP is a professional network that has been invaluable to me, whether I'm troubleshooting a challenge or implementing a new initiative, I know I'm not doing it alone, and it helped me be well prepared to become Candia's police chief.

Is there an IACP resource or event that has aided your agency or community or you in your career?

One of the most impactful benefits of my IACP membership has been access to the IACP Policy Center. In a field where policy must constantly evolve to reflect best practices, legal standards, and community expectations, having a trusted, research-based resource has been invaluable.

The Policy Center has helped me refine and implement policies in areas like use of force, officer wellness, and community policing. It's not just about having policies on paper; it's about having guidance that's practical, defensible, and forward-thinking.

I have learned over the years that there are three major things that help officers make good decisions on the streets. They are federal law, state law, and good policies in place to help us make good sound decisions.

Do you have any tips or advice for new IACP members?

My advice to new IACP members is simply to take full advantage of what's available and stay engaged. Whether you come from a large metropolitan department or a small rural agency, the issues we face are more similar than they are different.

Policing is policing. It's not about the size of your agency; it's about the frequency of the challenges you face and how you respond to them.

Use the IACP resources proactively. The Policy Center, webinars, forums, and conferences aren't just tools, they're force multipliers. Don't hesitate to reach out to

other members; the network is one of the most powerful parts of your membership.

Also, stay humble and stay curious. There's always someone who's dealt with what you're facing, and the IACP gives you access to their lessons learned. The more you engage, the more you grow, not just for yourself, but for your officers and your community.

Why did you choose a career in policing?

After being injured in Iraq in 2003 while serving in the United States Marine Corps, I knew my life had changed. My sense of duty hadn't. I still felt a strong calling to serve, protect, and be part of something bigger than myself. Law enforcement gave me a new mission, one rooted in the same values I lived by in the military: honor, courage, and commitment.

Transitioning from the battlefield to the streets of my community wasn't always easy, but it felt right. I saw policing as a way to continue making a difference. Wearing the badge meant I could stand up for those who couldn't, support people during their worst days, and bring the discipline and leadership I learned in the Marines into a role that demanded both.

My injury didn't define me, it redirected me. Law enforcement became the next chapter in a commitment to service.

What do you love most about the profession?

What I love most about this profession is the opportunity to make a real impact, one moment at a time. It's the ability to take chaos and bring calm. To stand between good people and harm. To be a steady presence when others are facing their worst days.

There's also a deep sense of purpose in this work, a mission bigger than yourself. Every interaction is a chance to lead, to serve, and to leave things better than you found them.

I also love the camaraderie. Much like in the military, law enforcement builds a bond with your team that few other professions can match. At the end of the day, knowing that I've been trusted with the safety and well-being of others, that's what keeps me showing up with pride and purpose.

What is the most challenging part of policing?

The biggest challenge in policing today is balancing public trust with operational reality. We're constantly walking a tightrope, earning the confidence of the communities we serve while managing the demands, risks, and complexities of modern law enforcement.

Public expectations are higher than ever, and rightfully so. But often, the public sees only a snapshot of what we do, not the full picture; they don't see split-second decisions, the emotional toll, the evolving threats, and the strain on resources.

We're also facing growing challenges with recruitment, retention, and wellness. Fewer people are answering the call to serve, and those who do are under enormous pressure. Supporting the mental health, training, and leadership development of our officers is critical to meeting today's demands and preparing for tomorrow's.

Despite these challenges, I believe the profession is evolving in the right direction through transparency, accountability, innovation, and a

Personal Profile

What industry publications do you listen to, watch, or read?

I enjoy *Police Chief* magazine. It helps me stay on top of emerging issues and seeing the innovations in policing across all agencies.

What is your favorite leadership book?

I have two favorite leadership books. One leadership book that's had a lasting impact on me is *Call Sign Chaos: Learning to Lead* by General Jim Mattis. It's a field manual for leadership grounded in humility, discipline, and mission focus.

Mattis doesn't just talk about leading in combat, he talks about earning trust, thinking strategically, and making hard decisions in the face of uncertainty. As a Marine, his words resonate deeply. As a chief, they remind me that true leadership is about serving others, owning your mistakes, and constantly learning, no matter what your rank.

Leadership isn't about barking orders, it's about setting expectations, supporting your people, and holding the line with integrity.

Another leadership book that I enjoyed is *Start With Why* by Simon Sinek. As a chief and as a Marine, it reminded me that leadership isn't just about what we do or how we do it. It's about understanding and communicating why we do it in the first place.

renewed focus on community partnership.

What career advice do you live by?

Stay humble and remember where you came from. This career carries a great deal of responsibility. It can be very heavy at times. Try to remember there is more to life than the job and enjoy time with your loved ones too.

What advice would you give someone who wants to enter the policing profession?

This profession is worth it; you will never get rich in public service; and the schedule can be tough. Helping someone who needs it is worth it. Have thick skin, because not everyone is going to be nice to you in this line of work. What I mean by this is, be the bigger person.

How do you define success?

Success is not measured by titles or recognition but by impact and integrity. It's about doing the right thing, even when no one's watching. It's measured in the trust you build, the people you help, and the legacy you leave behind.

In this profession, success is going home knowing you made a

This book reinforced the importance of leading with purpose, being transparent about our values, and keeping the mission at the center of everything. Whether I'm talking to new recruits, veterans, or the community, I always try to bring it back to why we wear the badge—to serve with integrity, protect with courage, and lead with honor.

Who inspires you?

My grandfather always inspired me; I miss him greatly. He served in the U.S. Navy during World War II. I used to love to hear him talk about his time in the military. He always taught me to be humble and levelheaded even when things get tough.

Do you have a favorite quote?

My favorite quote is "If you want a true example of a hero, look at those who served before you." This quote resonates deeply with me. It's a reminder that real heroism isn't loud, it's built on sacrifice, humility, and service. The men and women who came before us laid the foundation with blood, sweat, and quiet strength. They didn't serve for recognition; they served because it was the right thing to do. As a Marine and a police chief, I carry this mindset with me every day.

What is a fun fact about yourself you'd like to share?

I'm a Marine who actually likes running—actually, my wife Alissa likes to run, and she

difference, even if it was in a quiet, unseen way. It's mentoring a younger officer to be the next leader—making them want to continue the work.

drags me along. I run to clear my head, as well as to stay in shape. PT is the best way to clear mental stress and keeps you moving for a long time.

For me, success is also deeply personal, it's honoring the values I carried from the Marine Corps: service, discipline, and accountability. If I can look back and know I stood for something greater than myself, then I've succeeded.

What do you think is the biggest challenge facing policing today?

Fewer people are answering the call to serve.

What keeps you up at night?

What keeps me up at night isn't fear, it's the weight of command. Like U.S. Marine General Mattis, I believe leadership means owning everything in your lane—no excuses, no shifting blame. As chief, every decision, every policy, and every action taken by this department ultimately comes back to me. And that's exactly how it should be.

I stay up thinking about my officers, not just if they'll make it home, but if I've done enough to prepare them, support them, and protect their integrity. Have I led them with clarity? Have I trained them with purpose? Have I backed them when it counted?

I worry about the things we can't always control: the split-second decisions they're forced to make, the public scrutiny that follows, and the emotional weight they carry long after the scene is cleared. Like in combat, the trauma of this job doesn't always leave marks, but it leaves impact.

I also think about our community, how we serve them, how we're seen, and how one moment can build or break the trust we've spent years earning. That trust is fragile, and maintaining it requires constant effort, transparency, and humility.

I don't lose sleep because I doubt our mission. I lose sleep because I care about every person wearing this badge, and every citizen counting on us to get it right. That responsibility never clocks out, and I wouldn't have it any other way.

What is a program, policy, or technology you have implemented in your agency that you are proud of?

A technology I am proud of is implementing MOS sights on our pistols and introducing Axon's VR training system to help officers make good decisions. I am also proud to be using Lexipol's Cordico app to help with mental wellness for the officers and their families.

What I love most about this profession is the opportunity to make a real impact, one moment at a time.

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