

MESA POLICE Department Policy Manual	Chaplaincy Program	DPM 2.9.65 Effective 01/19/2018 Revised 02/08/2022
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1. PURPOSE

The Chaplaincy Program provides a variety of ministerial duties for members of the Mesa Police Department (MPD), their immediate family members, volunteer services, reserves and retired members.

2. GENERAL

- A. The Chaplaincy Program is part of the Peer Support Team under the direction of the Peer Support Coordinator.
- B. Any member may request Chaplaincy Program services by contacting the Peer Support Team directly or through MPD Communications.
- C. MPD Communications maintains a current list of Peer Support Team members as well as the on-call list.

2. DEFINITIONS

The following is the definition of a police chaplain according to the Fraternal Order of Police Chaplains:

“No one is confronted with more situations that demoralize and create emotional, mental, and spiritual burden than today’s law enforcement officer. These burdens also affect the officer’s family and other members of his or her department. Law enforcement agencies need the specialized guidance and assistance that Police Chaplains can provide.

A law enforcement Chaplain is clergy with a passionate interest in, and the specialized training for pastoral care in the world of law enforcement. This pastoral care is offered to all people, regardless of race, gender, sexual orientation, national origin, creed, or religion. It is offered without cost or proselytizing.

The law enforcement Chaplain is led in his or her own faith to be available and ready to serve those in need. The Chaplain’s ministry provides a source of strength to law enforcement officers and their families, and other police department employees.

Chaplains listen and participate in the workplace of law enforcement officers with empathy and experience, advising calmly in the midst of turmoil and danger, offering assistance when appropriate or requested.”

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3. CONFIDENTIALITY

- A. In accordance with [ARS 13-4062\(3\)](#), when functioning in the performance of their discipline, the communications between the chaplain and the counseled are privileged.
- B. Exceptions for cases of confidentiality between the chaplain and the counseled include:
 - 1. Serious violations of Department orders.
 - 2. Violation of state or federal law.
 - 3. A member is a clear danger to themselves or others.
- C. Compromising confidentiality will be considered a violation of Department policies. If a chaplain violates confidentiality, the chaplain is subject to removal from the Chaplaincy Program

4. CHAPLAIN MEMBERSHIP

4.1 Chaplain Qualifications

- A. An ecclesiastically certified person in good standing and endorsed for the law enforcement chaplaincy by a recognized religious body.
- B. Theological training from an accredited seminary or religious institution.
- C. Formal ordination or licensure.
- D. Affiliation with a local congregation for more than one year.
- E. Permission and legal authority to perform weddings.
- F. Demonstrated counseling/family dynamic skills.
- G. Unbiased understanding of all faiths and be acquainted with their Liturgies.
- H. Valid Arizona driver's license.
- I. Provide own transportation with appropriate vehicle insurance.
- J. In good health, ability to climb stairs, and to stand for long periods of time.

4.2 Chaplain Selection Process

- A. Completion of the Mesa Police Volunteers in Police Service (VIPS) hiring approval process.
- B. Input and recommendation from the Peer Support Team Leadership.
- C. Approval from the Chief of Police or designee.

4.3 Training

- A. Chaplains will complete all the following training:
 - 1. All required City of Mesa (COM) and MPD training as described by the VIPS Program.
 - 2. All required Peer Support Team Member training to include the successful completion of the Chaplain Field Training Program.

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- B. Complete an accredited Critical Incident Stress Management (CISM) training within the first year on the Team.
- C. Attend the Mesa Police Community Engagement Academy or the Mesa Police Citizen Academy within the first year on the team or as soon as possible.
- D. Attend continuing education training for police chaplain services, when available, to advance skills in counseling, crisis intervention, stress burnout, grief recovery, and suicide prevention.

4.4 Chaplain Guidelines

- A. Provide members with spiritual guidance and emotional support without regard to race, rank, gender, or religious affiliation.
- B. Identify specific religious preference and/or specific clergy person the affected Department member wants notified and notify them.
- C. Make a one year commitment to the Chaplaincy Program.
- D. Ride along with a patrol officer at least once a month, or a minimum of eight times a year, unless otherwise approved by Peer Support Coordinator.
- E. Be available for callouts and attend monthly peer support meetings.
- F. Report and identify services rendered to the Peer Support Coordinator or Lead Chaplain.
- G. **Do not respond** to callouts if alcohol has been consumed or impaired by prescription/non-prescription drugs. Fatigue and/or illness will excuse the chaplain from being called out.
- H. Adhere to Arizona Post drug standards.
- I. No fees or gratuities of any kind are permitted to be accepted for MPD chaplain services (funerals, weddings, counseling, etc.)

4.5 Chaplain Equipment

- A. Chaplains will be issued the following Department equipment:
 1. Ballistic vest.
 2. Authorized chaplain polo shirt and jacket.
 3. Police Radio.
 4. ID access card/keys.
 5. Chaplain badge.
- B. All the listed equipment shall be worn during chaplain ride-a-longs. When possible, the chaplain polo shirt will be worn for official chaplain business.
- C. All issued equipment shall be returned to the Peer Support Coordinator upon resignation or termination from the Chaplaincy Program.

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5. CHAPLAIN SERVICES

5.1 Critical Incidents/Debriefs

- A. Provide chaplain services to Department members, their immediate family members, or volunteers involved in critical work/personal events as requested.
- B. As a Peer Support Team Member, when available for call out, respond immediately and provide chaplain services for officer-involved shootings, critical incidents, and mass disasters.

5.2 Notification of Death or Serious Injury

- A. Assist with the notification of family members concerning the death or serious injury of a Department member.
- B. Depending on the circumstances, respond to the scene or the hospital.

5.3 Funerals

- A. If requested, officiate, assist or work with other members of the clergy for the funerals of Department members, their immediate family members, volunteer services, reserves, or retired members of the Department.
- B. When possible, attend all funerals of law enforcement officers killed in the line of duty as a representative of the MPD.

5.4 Weddings

- A. If requested, can officiate weddings for Department members, their immediate family members, volunteer services, reserves, or retired members of the Department. Chaplains can decline to officiate a wedding for any reason.
- B. Chaplains must have the legal authority in the State of Arizona to sign the wedding license.

5.5 Counseling

- A. Counsel Department members, their immediate family members, volunteer services, reserves, or retired members of the Department, as requested.
- B. When requested, chaplains are encouraged to provide counseling and consultation according to their training skills and time availability.
- C. It is understood that such counseling will be on a short-term basis.
- D. All counseling is confidential. If necessary, refer a Department member to other professional resources.
- E. The chaplain is available to provide referrals to professional resources as requested or determined by the chaplain.

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5.6 Public Ceremonies

- A. Participate if available, in the Police Memorial Day Ceremony during Police Memorial Week each year in May.
- B. Lead the invocation or benediction of banquets and ceremonies that are related to the Department, if requested.

5.7 Hospital Visitations

- A. Visit with Department members, their immediate family members, volunteer services, reserves or retired members of the Department who are in the hospital, if requested.
- B. Visit Department members before major surgery or other members from local law enforcement agencies if they are in a local hospital, if requested.

5.8 Home Visitation

- A. If requested, visit Department members who have been injured, disabled or have a serious illness, to offer encouragement to the member/family during a long recovery.
- B. If a home visit cannot be made, then a phone call to offer encouragement can be made.

5.9 Assisting Other Law Enforcement Agencies

- A. Assist other law enforcement agencies with injury and death notifications, funerals, counseling and other duties of the clergy.
- B. Mutual-aid assistance for chaplain services must be approved and coordinated by the Peer Support Team Leadership.

6. LEADERSHIP RESPONSIBILITIES

6.1 Peer Support Coordinator

- A. Provide leadership, supervision, direction, and coordination of the Chaplaincy Program.
- B. Recruit and train new volunteer chaplains.
- C. Maintains records on volunteer hours of each chaplain.
- D. Assigns chaplains to different areas of the Department as needed.
- E. Coordinates with Lead Chaplain for chaplain services as needed.
- F. Provides chaplain liaison for referrals to all requesting police agencies.
- G. Responsible for issuing and collecting chaplain equipment to include, but not limited to, ballistic vest, authorized uniform polo shirt, police radios, ID access, cards/keys, etc.

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6.2 Lead Chaplain

- A. Assists with coordination and scheduling of chaplain services at critical incidents, required meetings, special event, and public ceremonies.
- B. Assists Peer Support Coordinator with screening of interested volunteer chaplain applicants.
- C. Responsible for new volunteer Chaplain's Field Training Program.
- D. Maintain a list of all volunteer chaplain events and meetings.
- E. Works with the Peer Support Coordinator to develop ways to improve the effectiveness of the Chaplaincy Program.