



CRYSTAL POLICE DEPARTMENT

Department Policy Manual

TITLE: Chaplain Corps

NUMBER: 1.17

DATE: 08/18/2025

NO. PAGES: 5

MISSION

The internal mission of the West Metro Chaplain Corps is to provide, upon request, with personal, spiritual, moral, and ethical consultation to employees, and/or family members of employees involved in daily and/or specific stress related issues.

The external mission of the West Metro Corps is to offer with personal, spiritual, moral and ethical consultation to persons confronted with crisis experiences; to serve as instruments of reconciliation by easing stress related situations involving the public and to function as a source of positive police/community relations.

POLICE CHAPLAINS

PURPOSE

Police chaplains assist police agency personnel, and the public, with personal, spiritual, moral and ethical consultation.

POLICY

It is the policy of the agencies of Crystal, New Hope and Robbinsdale Police Department to maintain a police chaplain program with the goal of providing personal, spiritual, moral and ethical guidance. It is the duty of the police chaplain to aid agency personnel, their families, and members of the community in a consultative fashion and refer them to appropriate resources, if necessary.

PROCEDURES

A. QUALIFICATIONS – the police chaplain candidate must:

1. Be ecclesiastically certified, licensed, ordained, or appointed.
2. Be in good standing with and endorsed by the religious faith group to which the candidate serves
3. Be actively engaged and experienced in ministry or retired from active ministry and in good standing.
4. Demonstrate successful experience in pastoral care.
5. Successfully pass a criminal record check and background investigation.
6. Be able to respond to calls/events during designated on-call timeframes.

B. APPOINTMENT

The police chaplain shall be appointed and approved by the agency heads or designees. The agency heads or designees should consider the above recommendations when determining whether or not to approve a candidate.

C. TRAINING

After appointment, police chaplains should be trained appropriately. Training may include:

1. Orientation to the police department
2. Duties and responsibilities of a police chaplain
3. Crisis intervention training
4. Safety training
5. Other training as required or recommended by the department or the jurisdiction

D. DUTIES & RESPONSIBILITIES

Police chaplains are expected to be role models in their personal and professional lives. The integrity of each police chaplain and the police chaplain's respect for each individual's dignity, self-development, and personal welfare are of utmost importance. Additional responsibilities of the police chaplain can include but are not limited to:

1. Participating in ride-along and other department activities to better familiarize themselves with the policing profession and to strengthen interpersonal relationships with officers and other agency personnel.
2. Organize and conduct agency wide training to educate and inform agency employees of the availability, duties, and responsibilities of police chaplains so that employees understand the role of police chaplains and know when to utilize their services.
3. Acting in an advisory capacity to the chief of police and senior police officials on matters pertaining to morale, ethics, morals, and religion as they affect personnel and personnel performance.
4. Acting as a liaison with local ministerial associations.
5. Serving in an on-call basis outside of scheduled work hours. Police chaplains should work with the chief of police or designee to create an on-call schedule and response expectations.
6. Providing pastoral care and assistance to department employees and family members facing issues such as:
 - Emotional support
 - Spiritual needs
 - Moral and ethical concerns
 - Marriage, family and relationship conflicts
 - Job stress or job distraction
 - Substance abuse
 - Suicidal ideation
7. Referring department employees and/or their family members to outside resources as appropriate.
8. Visiting hospitalized department members and members of their families, if requested.
9. Attending to critical incidents or deaths where officers could leverage assistance in providing comfort to injured parties or their families.
10. Assisting police officers in making death or serious injury notification.
11. Assisting with or representing the department in ceremonial functions such as funerals or memorial services.
12. Reporting certain crimes toward vulnerable populations such as child abuse, elder abuse, and abuse of other at-risk groups.
13. Adhering to police department standards of conduct.

14. As appropriate, attending department in-service training along with sworn and non-sworn personnel so that the police chaplains can meaningfully interact with agency employees and stay informed on policing topics relevant to their assignment.
15. Police chaplains shall not identify themselves as sworn members of the department or police officers (unless the police chaplain also serves as a sworn officer of the department) or engage in any police activities that they do not have the lawful authority to perform.

E. APPEARANCE & EQUIPMENT

Police chaplains should be issued uniforms and/or equipment that indicates they are a member of the police department but that differentiates them from sworn officers.

1. Upon appointment, the police chaplains should be issued photo identification as well as apparel that designates the chaplain as an affiliate of the department.
2. When riding along with officers, police chaplains should wear the department-issued uniform that clearly identifies them as a police chaplain.
3. While on duty, police chaplains will carry proper credentials on their person, including a department identification card.
4. Police chaplains will not carry weapons including firearms, electronic control weapons, batons, or knives. Should a police chaplain possess a concealed weapon carry permit, the police chaplain will not carry the concealed weapon during their official duties.
5. Departments should consider providing body armor or other protective equipment to police chaplains as resources allow.

F. CONFIDENTIALITY

Police chaplains must adhere to applicable laws regarding confidentiality, privileges communications, and mandatory reporting.

1. Police chaplains must know and understand MSS §35, Article 5, section 13(c) which states:

A member of the clergy or other minister of any religion shall not, without the consent of the party making the confession, be allowed to disclose a confession made to the member of the clergy or other minister in a professional character, in the course of discipline enjoined by the rules or practice of the religious body to which the member of the clergy or other minister belongs; nor shall a member of the clergy or other minister of any religion be examined as to any communication made to the member of the clergy or other minister by any person seeking religious or spiritual advice, aid, or comfort or advice given thereon in the course of the member of the clergy's or other minister's professional character, without the consent of the person.
2. No information shall be relayed or disclosed to a third party without the express permission of the involved party, or if there is a communication made that requires a breach of confidentiality.
3. Police chaplains shall advise individuals at the beginning of any contact of those situations where confidentiality will be breached.
4. Further, police chaplains are prohibited from releasing any information to external parties unless granted express permission by the agency head or designee.

G. INTERACTIONS WITH THE COMMUNITY

As a member of the police department, police chaplains will inevitably interact with community members in their capacity as police chaplain. It is imperative that when these actions take place, the police chaplain fully supports the community without interfering with the ability of police to

effectively complete their duties.

Additionally, the police chaplain shall not make statements that defame or question the integrity of the department or its personnel

DISCIPLINARY PROCEDURES/TERMINATION

A police chaplain may be removed from the program at the discretion of the agency head or designee, and a police chaplain may resign from the program at any time. Police chaplains shall have no property interests in their continued service.