



MEDFIELD POLICE DEPARTMENT

POLICY NO. 8.01

CHAPLAIN SERVICES

MASSACHUSETTS POLICE ACCREDITATION
STANDARDS

REFERENCED: CALEA 16.4.2,22.2.4

DATE OF ISSUE:

07/23/2023

EFFECTIVE DATE:

07/23/2023

REVISION DATE:

10/31/2025

ISSUING AUTHORITY:

Michelle Guerette
Chief of Police

BACKGROUND:

The Medfield Police Department Volunteer Chaplain Program invites into this ministry ordained clergy who are sensitive to people of all religious faiths as well as to those who profess no religious faith, and who have the skills and the willingness to provide compassion and support to those in crisis. Such clergy must understand that attempts to evangelize or convert police or civilians are explicitly not consistent with the primary purposes of the Medfield Police Department Voluntary Chaplain Program.

POLICY:

The Medfield Police Department Chaplain Program is a voluntary program authorized by the Chief of Police. Volunteers are not compensated for their efforts or services. Volunteers are primarily assigned to Law Enforcement-related community service functions. They can also be used as a resource in emergencies and large-scale special events.

The Police Chaplains are not involved in the day-to-day delivery of Law Enforcement services. Their duties do not require the status of a sworn officer and their level of training does not warrant a commission, nor are they assigned duties requiring sworn officer status.

Volunteer Chaplains will function in support of community relations activities and other civilian level support activities.

The primary purpose of the Medfield Police Department Chaplain Program is to respond to the immediate needs of the community. Chaplains will also be available to provide spiritual counseling and guidance to all members of the department and their families who request such services. Chaplains are not intended to replace any employee benefits such as any Employee Assistance Program which may be in effect.

Chaplains should be constantly available to give assistance and guidance to all personnel from initial employment through retirement. Their services help provide the moral fiber needed to strengthen law enforcement officers in the discharge of their duties.

On a confidential basis, law enforcement personnel are authorized to consult with these dedicated members of the clergy who have an intimate knowledge of law enforcement problems.

The services of a Police Chaplain are to be available on the basis of need and desire. Chaplains are not intended, nor do they desire, to replace an individual's own clergy.

The Chaplain's task during on duty hours is not to proselytize (convert to a religious doctrine) but to offer a ministry of sustaining presence. The Police Chaplain will assist law enforcement personnel and the people of the community through a field service ministry.

QUALIFICATIONS AND QUALITIES:

A candidate for law enforcement chaplain should meet the following requirements:

1. Be an ecclesiastically certified person in good standing and endorsed for the law enforcement chaplaincy by a recognized religious body. They should have three years' experience and good standing in the ministry;
2. Show a genuine compassion, understanding and love for others and relates easily to people;
3. Maintain high spiritual and moral standards;
4. Be able and willing to be carefully be screened by a local law enforcement chaplaincy committee and/or appointed authorities;
5. Be willing and available to respond to any and all situations where a chaplain's presence is indicated;
6. Be tactful and considerate in approaching all people, regardless of race, sex, creed, religion, or sexual orientation.
7. Be willing to become involved in training programs that enhance his or her efficiency in meeting and dealing with people in crisis. A chaplain should be familiar with community medical, psychiatric and other helping resources in the Metro Boston area;

8. Must never have been convicted of a criminal offense or offenses involving moral turpitude; and
9. Must possess a valid driver's license.

CHAPLAIN DUTIES AND RESPONSIBILITIES:

Medfield Police Department Chaplains will:

1. Respond to the needs of the community as the Chaplain discerns or as directed by or at the request of the Medfield Police Department.
2. Assist in making notification to families of department members who have been seriously injured or killed;
3. After family notification, will respond to the hospital when an officer has been seriously injured or killed;
4. Visit sick and injured police personnel in the hospital and home; as requested.
5. Attend and participate, when requested, in the funerals of active or retired members of the department;
6. Be on call and available on the streets during any major demonstration or any public function requiring the presence of a large number of department personnel;
7. At the employee's request, counsel with officers and other personnel having personal problems. The Chaplain maintains confidences shared unless there is a question of safety for the officer or family. The chaplain maintains the status of a mandated reporter.
8. Participate in appropriate department sponsored in-service training classes for personnel;
9. Be willing to enter into training courses to enhance their effectiveness;
10. Attend department graduations, promotion activities, award ceremonies, dinners, social events, etc. and offer invocations and benedictions;
11. Represent the department before official bodies and public functions at the request of the Chief of Police;
12. Respond to all major disaster and render appropriate assistance.
13. Be involved in public relations efforts;
14. Provide liaison with other religious leaders in the community;

15. When responding to the scene of death or injury, if departmental personnel, chaplain will notify the person's personal clergy person as soon as possible. If private citizens, the chaplain will assist the family in contacting their personal clergy person if needed