

CALIFORNIA CHAPLAIN CORPS

QUALIFICATIONS / REQUIREMENTS

Qualification Experience – These qualifications will be found on website

* Discussion with Recruiter.

- Ecclesiastically certified, licensed, or ordained person in good standing with current endorsement by the recognized faith body. *Provide documentation of service and/or attendance.
- Experience in law enforcement, public safety, trauma organization (NPO or NGO), or military agency. *Provide documentation of years, roles, and responsibilities you worked.
- Have a broad base of experience and professional ministry, emotional stability, personal flexibility, and physical stamina.
- Have specialized training: *Be able to provide documentation (if applicable).
- Attend a 40-hour POST Certified Law Enforcement Advanced Academy
- Exhibits an understanding of the public safety/ law enforcement culture and develop positive working relationships with all California Chaplain Corps contracted Departments and organizations. Be willing to serve sworn and non-sworn employees and their families.
- Demonstrates the ability to work with individuals in crisis while being tactful and considerate when approaching all people, regardless of race, gender, creed, or religion.

FURTHER STEPS IN BECOMING A CCC CHAPLAIN (for office use)

- 1. Schedule and complete Phone interview with Recruit Supervisor**
- 2. Completed Application, Step by Step Checklist, 3-person References**
- 3. Application Acceptance Review**
- 4. Acceptance Requirements**
 - Fill out annual contracted organization forms & California Chaplain Corps (CCC) forms, including annual dues.
 - Understand you will have Independent Contractor status
 - Be available to respond/travel as an on-call Chaplain throughout the State of California
 - Are not currently employed by any state organization that California Chaplain Corps is contracted with.* * Please discuss this with the recruiter.
 - Be familiar with and agree to follow the International Conference of Police Chaplains Canon of Ethics.
 - Attend *mandatory* quarterly in-person- meetings and the fourth Tuesday Zoom meetings every month. If an emergency comes up, as soon as possible, notify your supervisor.
 - Be able and willing to be carefully screened by CCC without ever having been convicted of a criminal offense or offense involving moral turpitude.

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P.O. Box 255067, Sacramento, CA 95865-5067

Email: chaplaincorps@lecs911.com

Revision: 03.24.2026

5. Technology:

- Have access and able to use email, internet, computer (not iPad), scanner, and website.
- Have a smart mobile phone.
- Have a Driver's License and access to a vehicle.
- Have skills such as scanning, cut & paste, use an excel sheet, send attachments.
- Virtual access (camera and microphone) to Zoom, Microsoft Teams, and Webex

6. Essential Chaplain's Role and Physical Functions:

- Move quickly in emergencies.
- Navigating staircases (no alternative like elevator access)
- Walking long distances, in all types of weather.
- Stand on your feet for long periods of time.
- Working rotating shifts to provide support for all shifts (when requested)
- If under doctor's care, please provide a note with restrictions (if applicable).

ONBOARDING-ONCE CANDIDATE BEGINS TRAINING (for office use)

Requests of Service Deployments:

- Provide the CCC email: chaplaincorps@lecs911.com and CCC phone number: (279) 204-3436
To stay in CCC compliance-there is no personal information shared, which includes phone numbers (work or cell), home address, Facebook page, or any other information that does not highlight CCC only.
- Maintain professional chaplain relationships and decorum.
- You will not promote self, personal programs, other law enforcement departments you previously or now serve, or businesses.
- Acting on behalf of CCC in Official Functions, such as but not limited, to any official ceremonies/presentations, weddings, funerals, or special events - must come through CCC Headquarters for authorization. Great explanation---"I have to check with my supervisor first".
- Documentation of new policies and procedures will be provided as soon as we receive them.
- Each facility is run differently – do not express differences.
- Be neutral or apolitical.
- Provide only authorized CCC material and resources.
- Paperwork:** Complete deployment paperwork within 24 hours of deployment including TEC/STD 262 Form with receipts and Google Maps to verify time travel (4 hours roundtrip) and mileage (over 100 miles roundtrip).

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