

# Requirements

- Must have credentials/license or is an ordained “member of the clergy” (i.e. priest, counselor of a religious organization, certified spiritual director, deacon, minister, or religious practitioner of a religious denomination), and have completed the necessary training(s) and/or experience in Post-Traumatic Stress Disorder).
- Has applied for and successfully completed the Volunteer in Probation (VIP) process, which includes an interview and background investigation clearance.
- Agrees to accept and comply with the policies and procedures of the Orange County Probation Department, upholding its philosophy and principles.
- Voluntarily giving (or Willingness to give/provide) a minimum of 8 hours of his/her time, per month.
- Commits to attending trainings, relevant to his/her assignment as a chaplain, including departmental-related classes on officer/staff safety, sexual offending, domestic violence, gangs, alcohol and drug abuse, etc. He/She must also be willing to provide training(s) for staff, as mutually agreed upon.
- Must demonstrate compassion and understanding for all persons (or people) with whom he/she may come in contact with - regardless of race, religion, gender status or social status.
- Agrees to respond to requests for spiritual and emotional counseling on an “as needed” basis.

## Staff Chaplain Contact Information

Name: \_\_\_\_\_

Phone: \_\_\_\_\_

Chaplains play a vital role in law enforcement, providing nondenominational services, focusing on emotional, spiritual, and psychological care, to accommodate all individuals (sworn and non-sworn staff), their families, and the communities they serve.

### Emotional and Spiritual Support

Chaplains offer a non-judgmental ear and guidance during challenging times, helping officers staff cope with stress, trauma, and moral dilemmas. They also assist families in navigating personal crises.

### Crisis Intervention

They are trained to respond to critical incidents, such as officer-involved shootings or natural disasters, offering immediate support and helping individuals process grief and trauma.

### Community Outreach

Chaplains act as liaisons between law enforcement and the community, fostering trust and understanding.

### Confidential Resource

They provide a safe space for staff to discuss sensitive issues without fear of judgment, addressing mental health concerns and preventing burnout.

## Staff Chaplain Contact Information

### Reverend Michael Hanifin

Fr. Mike

Senior Priest

Office: 714-639-2900

Mobile: 714-620-4405

### Deacon Jim Rudy

Office: 714-566-5594

Mobile: 714-342-8919

### Deacon David Hernandez

Mobile: 714-714-2969

# PROBATION STAFF CHAPLAIN PROGRAM

Orange County  
PROBATION DEPARTMENT



**“A Safer Orange County  
Through Positive Change.”**

Daniel Hernandez | Chief Probation Officer

# As a Probation Employee

The field of Corrections is increasingly becoming more challenging. On a regular basis alone, staff are exposed to life-altering and demoralizing situations, regardless of their position/title:

- Dealing with victims and perpetrators of murder, domestic violence, sex offenders, drug and alcohol abusers, gangs, and the mentally ill.
- Officers who conduct (or conducting) welfare checks, visiting homes amid conditions of extreme poverty and filth. Then witnessing children in these homes, suffering from neglect and abuse by their parents who are offenders.
- Support/Clerical staff assisting Officers with Probation-related Court reports and receiving Probationers during Reporting Days.

Furthermore, the current state of our government and the unstable economy creates pressure that far exceeds the day-to-day work of staff. These add pressure to hopes and dreams for the future, as well as and our relationship with family and friends; thus, resulting in conditions (or circumstances) that could create emotional, mental, and spiritual burdens.

A dedicated and committed chaplain can assist staff in maintaining a healthy psychological and emotional state of well-being as he/she work side by side with them in a ministry of presence and faith. Chaplains also serve as a reminder of the uniqueness of each individual and the importance of treating people with respect and dignity.

The creation of a Chaplain Program, within the Orange County Probation Department, is an innovative approach to meeting the needs of our staff, especially those going through difficult times and/or experiencing emotional crisis. Having Chaplains (of all faiths) readily available can assist during their time of loss, confusion, depression, and grief.

## Significance (or Benefits) of having a Chaplain in OCPD:

- They help improve someone's life (emotional and spiritual support/guidance when people (or staff) need it the most), without imposing their own beliefs.
- They may/can help improve efficiency in a work setting, as well as build team morale.
- They are compassionate listeners and guides who will meet people where they are in their personal journeys.
- They are an essential source of support, providing comfort and hope, as well as offer guidance or prayer, to individuals (or staff) in need.
- They are respectful and skilled in adapting their approach to meet the needs and preferences of each person they encounter.
- They create a safe and nonjudgmental space for individuals (or staff) to share their thoughts, fears, and challenges/struggles; thereby, building relationships of trust during difficult times.
- They are adept at fostering a sense of hope and comfort in times of distress – able to instill a sense of peace and resilience in individuals who may be facing overwhelming circumstances.
- They offer a source of strength and solace, helping individuals find meaning and purpose in the midst of their challenges.
- They are skilled at collaborating and working with healthcare professionals, counselors and other resources, allowing for a comprehensive approach to addressing both the spiritual and emotional needs of individuals, fostering healing and well-being.

## Services offered/provided by a Probation Chaplain:

- Offer spiritual and emotional support, as well as counseling/guidance or prayers (upon request) for illness/injury, attempted suicide, ethical and moral dilemmas, trauma, loss/grief, crime scene disasters, time of crisis, and the like.
- Conduct Ceremonies/Special Events (i.e. funerals, memorial services, etc.).
- Community Outreach and Trainings.

## The Role of a Chaplain in the Orange County Probation Department

A Probation Chaplain plays a crucial role in supporting Probation staff and their families. Their duties may vary, but typically includes the following:

- **Provide Emotional and Spiritual Support:** Offering reflective, non-judgmental listening and guidance/counseling to, staff (sworn and non-sworn) and their families during times of crisis, stress or personal difficulty.
- **Assist in Critical Incidents:** Being present at scenes of accidents, crimes, and other emergencies to provide support to affected individuals and help diffuse tension.
- **Conduct/Organize Ceremonies:** Leading memorial services, funerals, and other ceremonial events for fallen officers or significant occasions within the department.
- **Offer Pastoral Care:** Providing spiritual care and support for staff going through difficult times, regardless of an individual's background.
- **Crisis Intervention:** Helping staff (sworn and non-sworn) and their families cope with trauma, loss, illness/injury, or other incidents.
- **Community Outreach:** Engaging with the community to develop and foster connections; thereby building trust and strengthen relationships between the Probation Department and the public.
- **Training and Education:** Offering workshops and training sessions in stress management, ethics, and other relevant topics for law enforcement personnel.

A Probation Chaplain's role that requires compassion, effective and active listening, resilience, and a deep commitment to the well-being of the staff and the community they serve.

