

NAVY CHAPLAIN CORPS



2015 Military Chaplain Endorser Conference
Captain Richard Bonnette, Force Structure Division (N0971)

Agenda



- **Community Management**
- **Professional Naval Chaplaincy**
- **Chaplain Corps Demographics**

Community Management



- Recruiting
- Accessions / CARE Advisory Group
- Officer Program Authorizations
- Community Values
- Promotion Plan



FY14 Chaplain Recruiting



Program	Goal	Accessed	% of Goal Attained
Direct Accession	40	27	67%
Reserve Recall	9	9	100%
Chaplain Candidate	40	31	77%
Reserve	25	13	52%

Accessions

Chaplain Appointment and Retention Eligibility (CARE) Advisory Group



- Reviews packages for accessions, re-certifications (due changes of ecclesiastical endorsement, and career status), and career transitions
- Meets monthly
- Comprised of 6 voting members (at least 2 are CAPTs)
- Interviews applicants and makes recommendations

Fully Qualified Standard

- Be a fully qualified Religious Ministry Professionals in accordance with the requirements of their DoD-listed endorsing agent.
- Meet the minimum qualifications required for Navy officers. These are the baseline requirements for consideration and do not necessarily describe fully qualified applicants or the best of the fully qualified applicants.
- The CARE Advisory Group shall consider the entire record, to include applicant interviews, to determine intangible personal qualities, motivation, and communication skills, and any other information pertinent to the CARE Advisory Group's mission. Special consideration should be given by the CARE Advisory Group to any record of an interview from flag or general officers, line officers, and Navy chaplains.

Best of the Fully Qualified

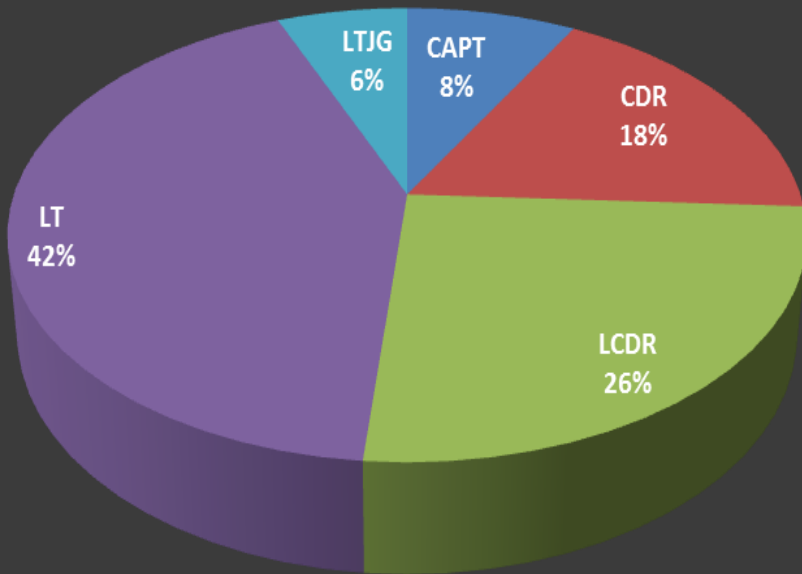
- Well-documented history of providing a broad range of religious ministry within the religious organization (RO) that has endorsed the applicant.
- Well-developed pastoral identity as indicated by 2 years of leadership experience after the completion of the graduate degree. The leadership experience must have been within the RO that has endorsed the applicant.
- Theological graduate education that is theologically consistent with the tenets of the RO that has endorsed the applicant.
- Theological graduate education that was 2/3 or more obtained while in residence at the institution granting the graduate degree.
- Undergraduate GPA of 3.2 or higher and a graduate GPA of 3.4 or higher.

Best of the Fully Qualified

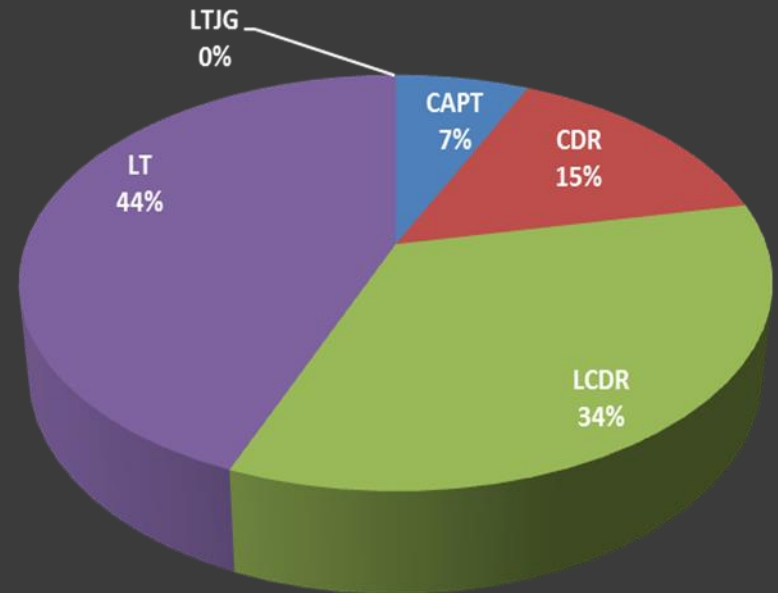
- Chaplain Candidates who have completed at least 4 weeks of on-the-job training under the supervision of a Navy chaplain.
- Former officers and enlisted personnel of the USN or USMC whose performance records indicate outstanding service.
- Evidence of outstanding physical fitness.
- Information provided to the CARE Advisory Group indicates that the applicant would have specific utility to provide religious ministry to members of the applicant's own religious organization, facilitate religious ministry for other faith groups, care for all Service members, and provide relevant advice to commanders.

FY15 Officer Program Authorizations

Active Component: 849
(Includes 2 Flag Officers)



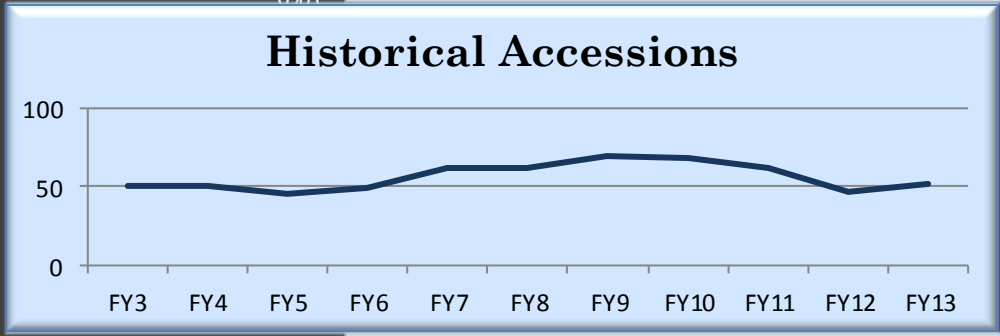
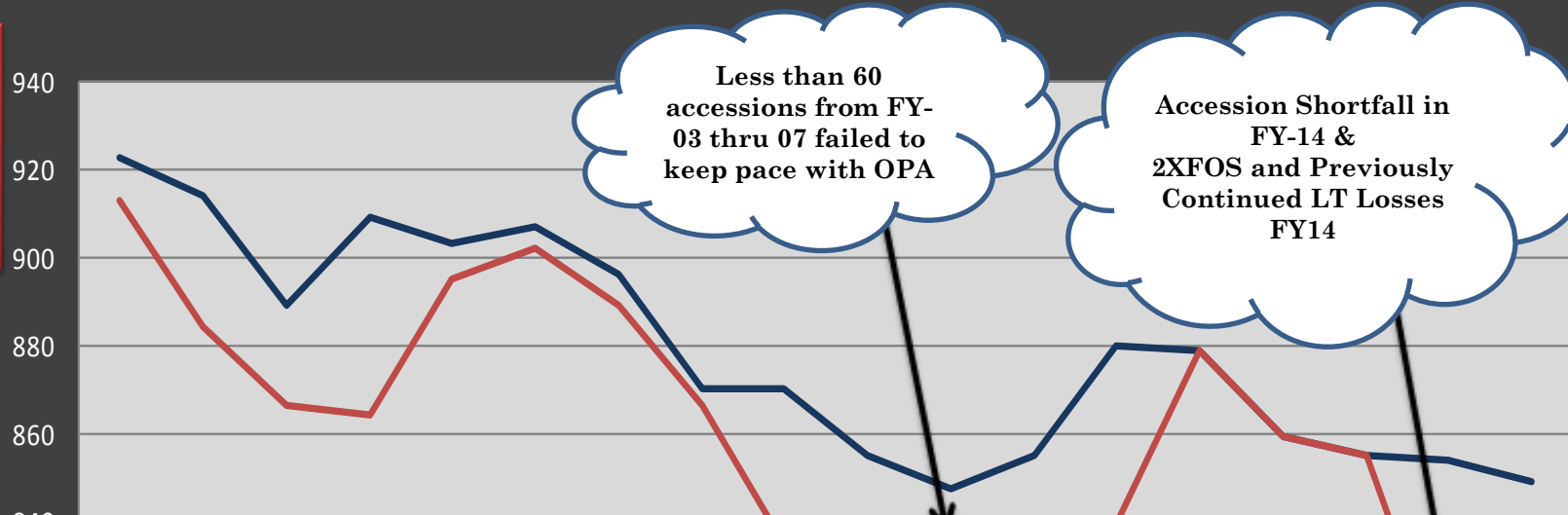
Reserve Component: 242
(Includes 1 Flag Officer)



Data Source: Tri Color January 2015

Reallocated OPA / Inventory End Strength FY98-FY15

Overall CHC OPA has experienced a downward trend in the last 17 years



	FY98	FY99	FY00	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15
Reallocated OPA	923	914	889	909	903	907	896	870	870	855	847	855	880	879	859	855	854	849
End Strength Inventory	913	884	866	864	895	902	889	866	835	814	804	823	839	879	859	855	803	830

Community Values



Prior to Lieutenant Commander (LCDR)

- One operational tour
- Tours in diverse operational and shore environments



Community Values



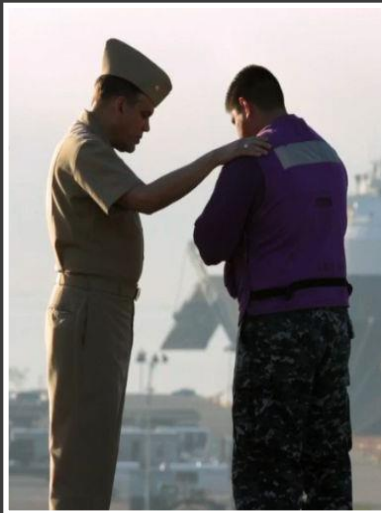
Prior to Commander (CDR)

- Two operational tours: (1) USN and (1) USMC
- Challenging shore tour
 - Installation, MPTE, Hospital, OPNAV/HQMC
 - Overseas tour



Community Values

Prior to Captain (CAPT)



One or more of the following:

- Successful completion of CDR Milestone and assigned AQD
- Joint Task Force or leadership in Joint Ministry arena
- O-5 USN/USMC supervisory operational or fleet tour
- Echelon One Staff
- Surface Force Ministry Centers/Regional Support Organization supervision
- MPTE management billet
- Advanced professional certification/education as Master's program or JPME

FY16 Chaplain Promotion Plan

Active Component

Pay Grade	Promotion Opportunity	In Zone	Selects
0-6	n/a		
0-5	n/a		
0-4	n/a		

Reserve Component

Pay Grade	Promotion Opportunity	In Zone	Selects
0-6	50%	4	2
0-5	70%	10	7
0-4	89%	18	16



Projected Promotion Plan

CHC Officer Program Authorizations (OPA)

	Planned FY15	Revised FY15	Revised FY16	Billet Structure Change	FY16 Inventory Forecast
O-6	71	69	66	-5	+5
O-5	150	150	149	-1	+11
O-4	214	217	216	+2	+1

Zone Forecast: FY16 – None

FY17 – Smaller than previous years

FY18 – Normal (within DOPMA guidelines)

Increased attrition will return “normal” zone sizes sooner.

Professional Naval Chaplaincy



- Milestone Billets
- Advanced Education Program
- Career Status Boards



CDR Milestone Billets

27 + Various Combatant Commands & Joint Staff



COCOMs / CJCS: Various



**Chief of Chaplains : 1
Bureau of Naval Pers: 1**



**Fleet Forces: 3
Pacific Fleet: 1**



Aircraft Carriers: 11



**Marine Forces Command: 2
Marine Forces Pacific: 3**



Naval Installations: 3



**Naval Chaplaincy
School & Center: 1**



Coast Guard: 1

CAPT Milestone Billets

18 + Various Combatant Commands & Joint Staff



COCOMs / CJCS: Various



**Chief of Chaplains: 1
Chief of Naval Personnel : 1**



**Fleet Forces: 3
Pacific Fleet: 3**



**HQ Marine Corps: 1
Marine Forces Command: 2
Marine Forces Pacific: 3**



**Naval Chaplaincy
School & Center: 1**



Naval Installations: 1



Coast Guard: 1



Navy Medicine: 1

Advanced Education Programs

Military Service Colleges and Schools: 3 quotas

10 months – Master's degree and Joint Professional Military Education

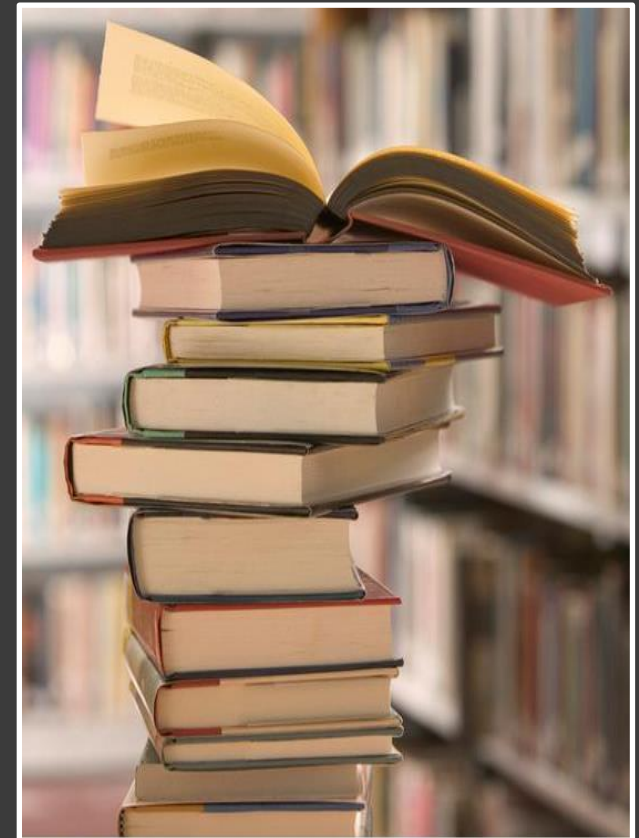
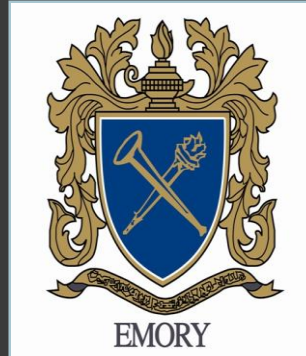
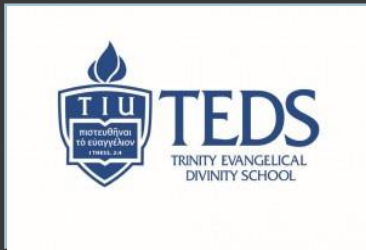


- **Naval War College: 1 Senior; 1 Intermediate**
- **Marine Corps Command and Staff: 1**

Advanced Education Programs

Civilian Institutions : 3 quotas

- Religion in Culture: 1 seat
- Pastoral Counseling: 1 seat
- Ethics: 1 seat



Advanced Education Programs

Pastoral Care Residency: 8 quotas

12 months - 4 units of Clinical Pastoral Education



- **Naval Medical Center, San Diego: 4 seats**
- **Naval Medical Center, Portsmouth: 4 seats**

Career Status Board

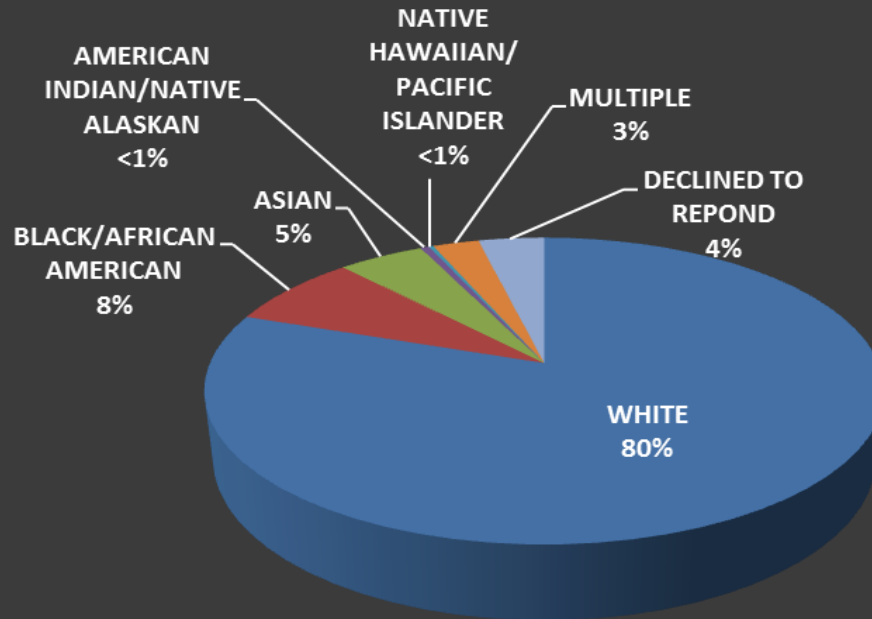
- **MILPERSMAN 1331-040 directs the Chaplain Corps Career Status Board**
- **Date is TBD**
- **Detailers & Community Manager personally contact eligible chaplain**
- **Package elements:**
 - Request from chaplain
 - Letter from Commanding Officer
 - Continued endorsement from Religious Organization

Demographics

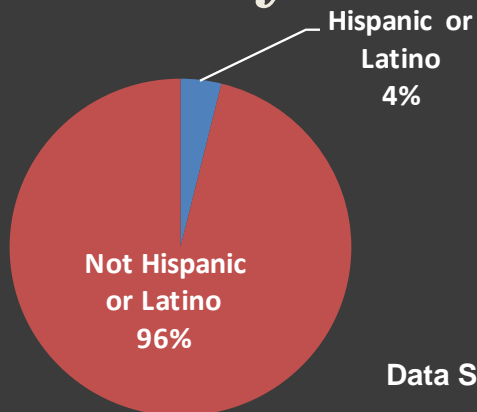
- Race, Ethnicity, and Gender
- Heritage Groups



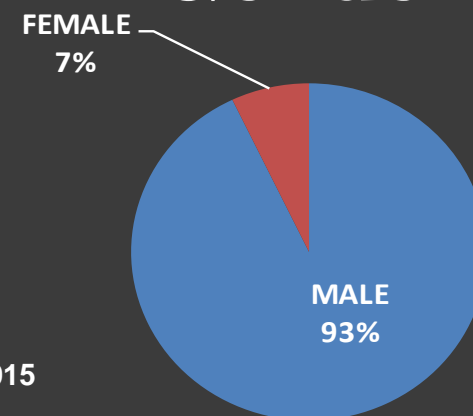
Race, Ethnicity, and Gender



Ethnicity

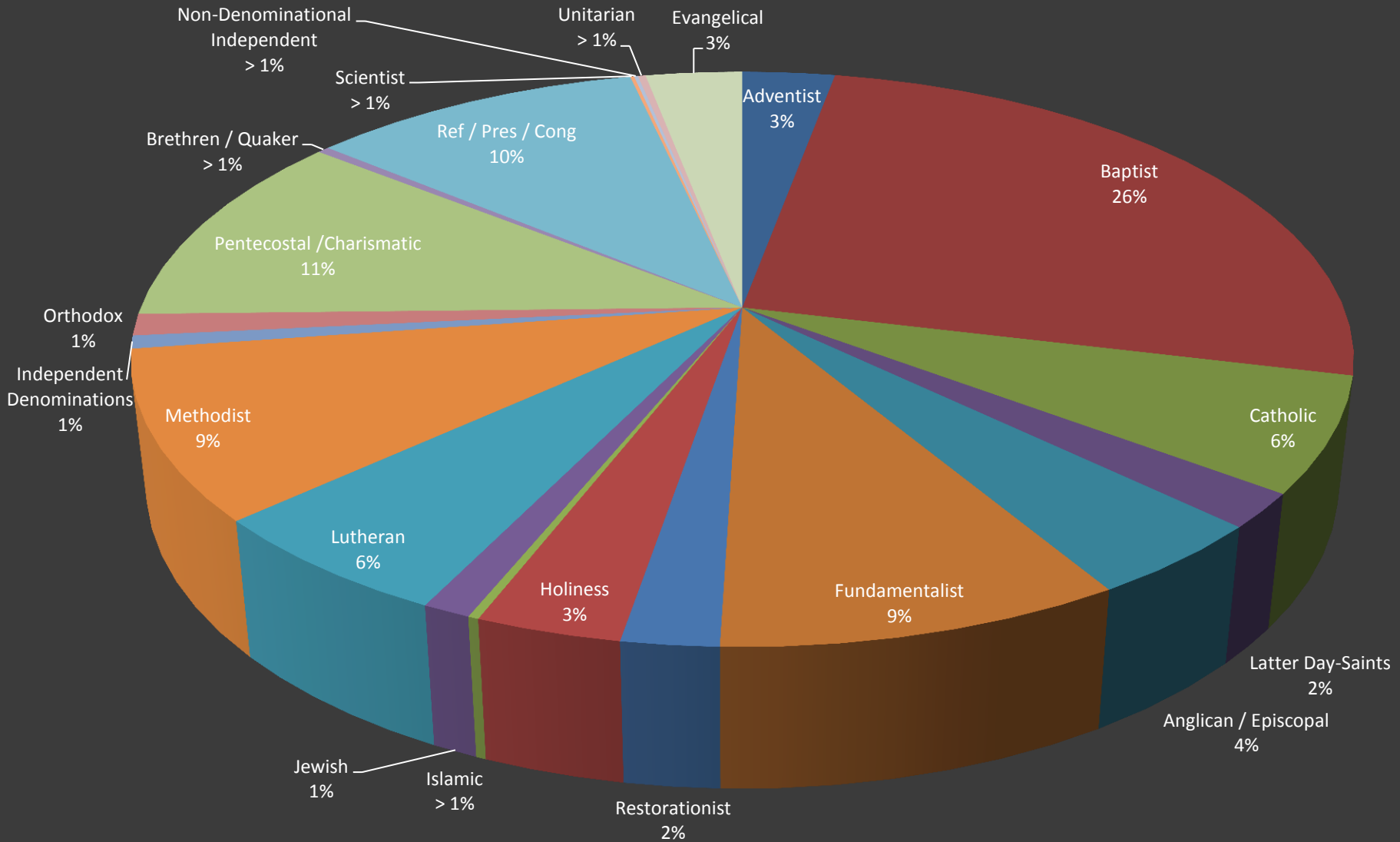


Gender



Data Source: N10 NOPPS January 2015

Heritage Groups





Thank You



GO NAVY, BEAT ARMY!

