



# A Commander's Guide to Getting the Most Out of Your Chaplain

Adapted by Chaplain (COL) Paul Minor  
from Chaplain (COL) Marc S. Gauthier  
TRADOC Command Chaplain



**TRADOC**  
**Unit Ministry Teams**

**"Strengthening the Warrior's Soul"**



**“A good chaplain does good like a hundred men. He makes us feel like God is with us and we can do anything if we have faith. A bad chaplain, though, almost makes you ashamed to be a soldier.”**

-A Private at Camp Victory in Baghdad, Iraq  
*Faith of the American Soldier* by Stephen Mansfield

**“The soldier's heart, the soldier's spirit, the soldier's soul are everything. Unless the soldier's soul sustains him, he cannot be relied upon, and he will fail himself, and his commander, and his country in the end.”**

Marshall

-The 15th chief of staff of the Army, General of the Army George C.

# Getting the Most Out of Your Chaplain

- **Your Chaplain's Mission**
  - Strengthening the Warrior's Soul
- **Four Domains of Warrior Soul Care**
  - Ethical
  - Moral
  - Spiritual
  - Relational

# Getting the Most Out of Your Chaplain

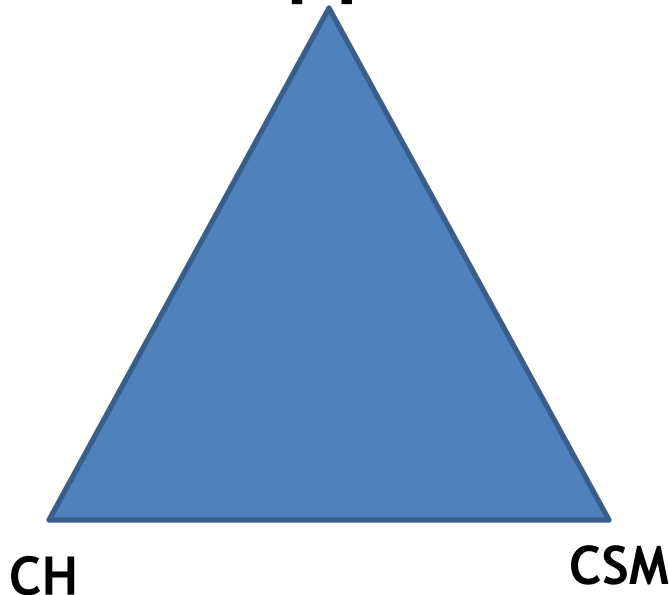
- **Four Lines of Warrior Soul Care**
  - **Prayer**
    - General Patton Ordered His Chaplain (and the troops) to Pray You Can Too!
    - Your Chaplain should be praying for you. Ask!
  - **Presence**
    - Situational Awareness of Unit Training, Location, Battle Rhythm
    - Be in the Place it Sucks the Most with Soldiers
    - Soldier and Family Counseling
  - **Programs**
    - Well Planned, Resourced, Synched, Executed
    - Targeted Proactive Training Focused on the Four Soul Care Domains
    - Strong Bonds
  - **Proclamation**
    - Your Command's Prophetic Voice
    - Bringing God to Soldiers and Soldiers to God

# Getting the Most Out of Your Chaplain

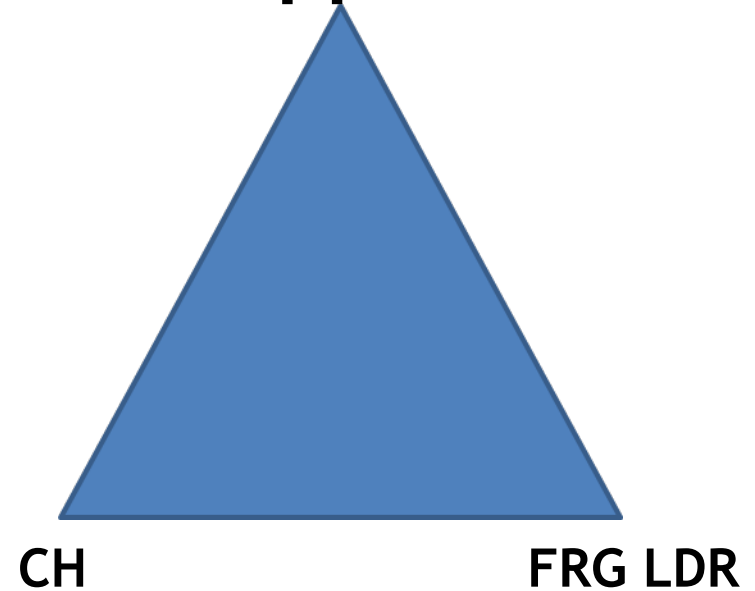
- **Logisticians are the Army's Master Managers**
- **Your Chaplain: A Master Manager of Religious Support**
  - Perform
  - Provide
  - Area Coverage

# Soldier and Family Support Triads

**Soldier  
Support**



**Family  
Support**



# The Care and Feeding of Your Chaplain



# The Chaplain's Cornerstones

- **United States Constitution, Amendment 1**  
“Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof.”
- **Your Chaplain Exists to Facilitate the Service Member's Free Exercise of Religion**
- **Ecclesiastical Endorsement- Endorser Training requirements should be supported- See LCC's Command Master Religious Plan (CMRP)**



# The Chaplain's Cornerstones

- **Massachusetts Constitution Part the Frist Article II**  
It is the right as well as the duty of all men in society, publicly, and at stated seasons to worship the Supreme Being, the great Creator and Preserver of the universe. And no subject shall be hurt, molested, or restrained, in his person, liberty, or estate, for worshipping God in the manner and season most agreeable to the dictates of his own conscience; or for his religious profession or sentiments; provided he doth not disturb the public peace, or obstruct others in their religious worship.

# The Chaplain's Cornerstones

- **U.S. Code 3547-Section 3547**

(a) Each chaplain shall, when practicable, hold appropriate religious services at least once on each Sunday for the command to which he is assigned, and shall perform appropriate religious burial services for members of the Army who die while in that command. (b) Each commanding officer shall furnish facilities, including necessary transportation, to any chaplain assigned to his command, to assist the chaplain in performing his duties.

# Intermediate Rater

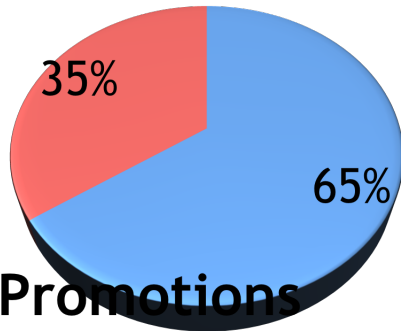
**"There will be a supervisory chaplain in the rating chain when possible. For example a brigade chaplain, as the supervisory chaplain, would be the intermediate rater for a battalion chaplain. In the absence of a supervisory chaplain, a senior chaplain familiar with the rated chaplain's performance should be designated as the intermediate rater."**

AR 623- 3, App C, 'Evaluation Reporting System'

# Promotion Results Major (PZ)

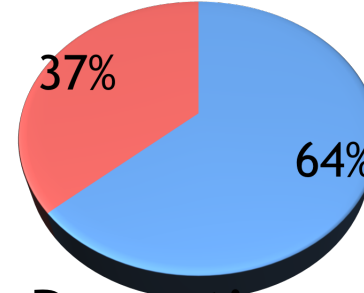


## Promotions ACC



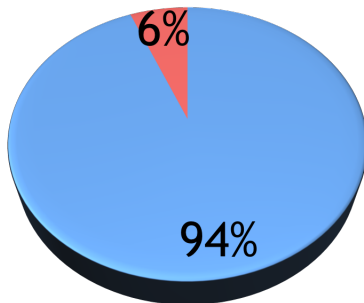
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## Promotions CH



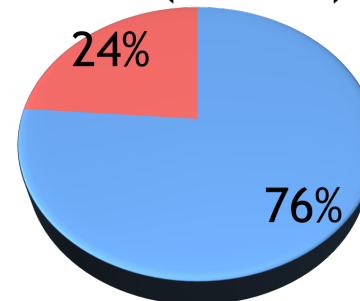
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## Promotions MC



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## Promotions SJA (FY 14)

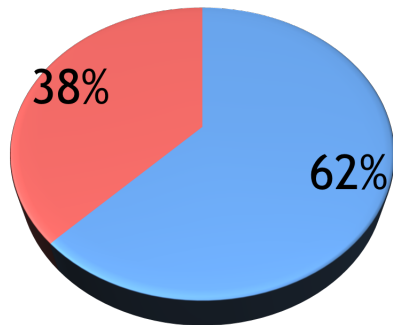


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# Promotion Results Lieutenant Colonel

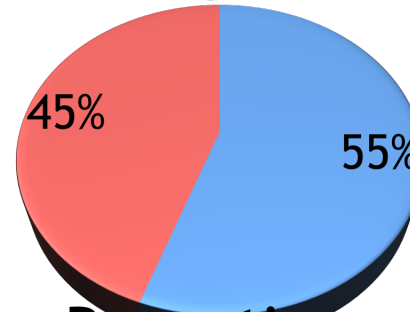


## Promotions ACC



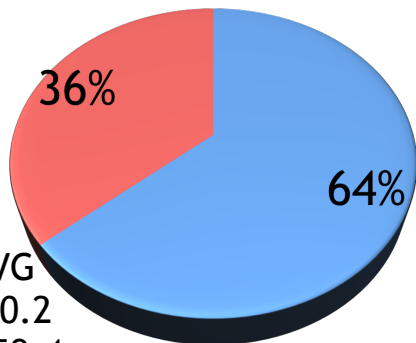
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## Promotions Chaplain



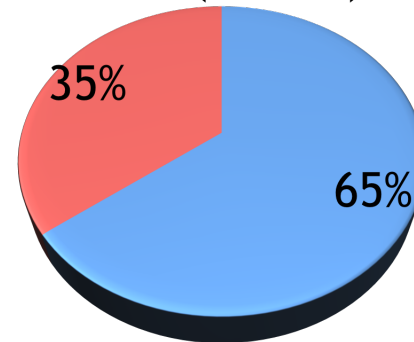
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## Promotions MS



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## Promotions SJA (FY14)



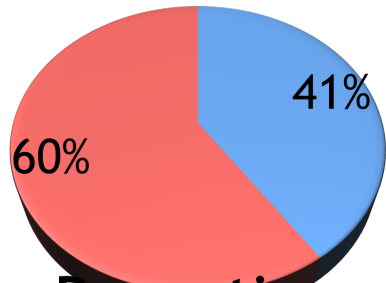
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\*ACC AVG  
MFE 60.2  
OS 59.4  
FS 64.6

# Promotion Results Colonel (PZ)

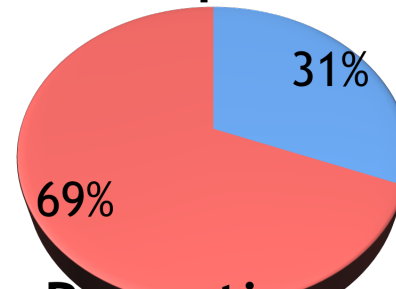


Promotions  
ACC



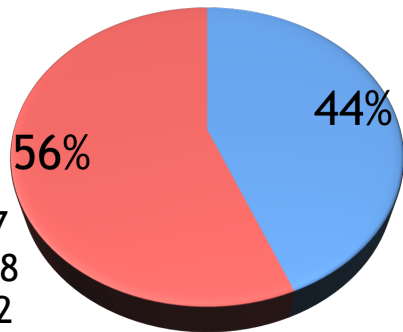
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Promotions  
Chaplain



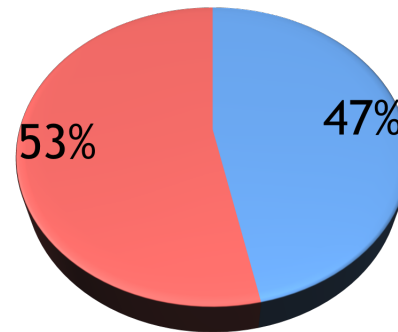
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Promotions  
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Promotions  
SJA



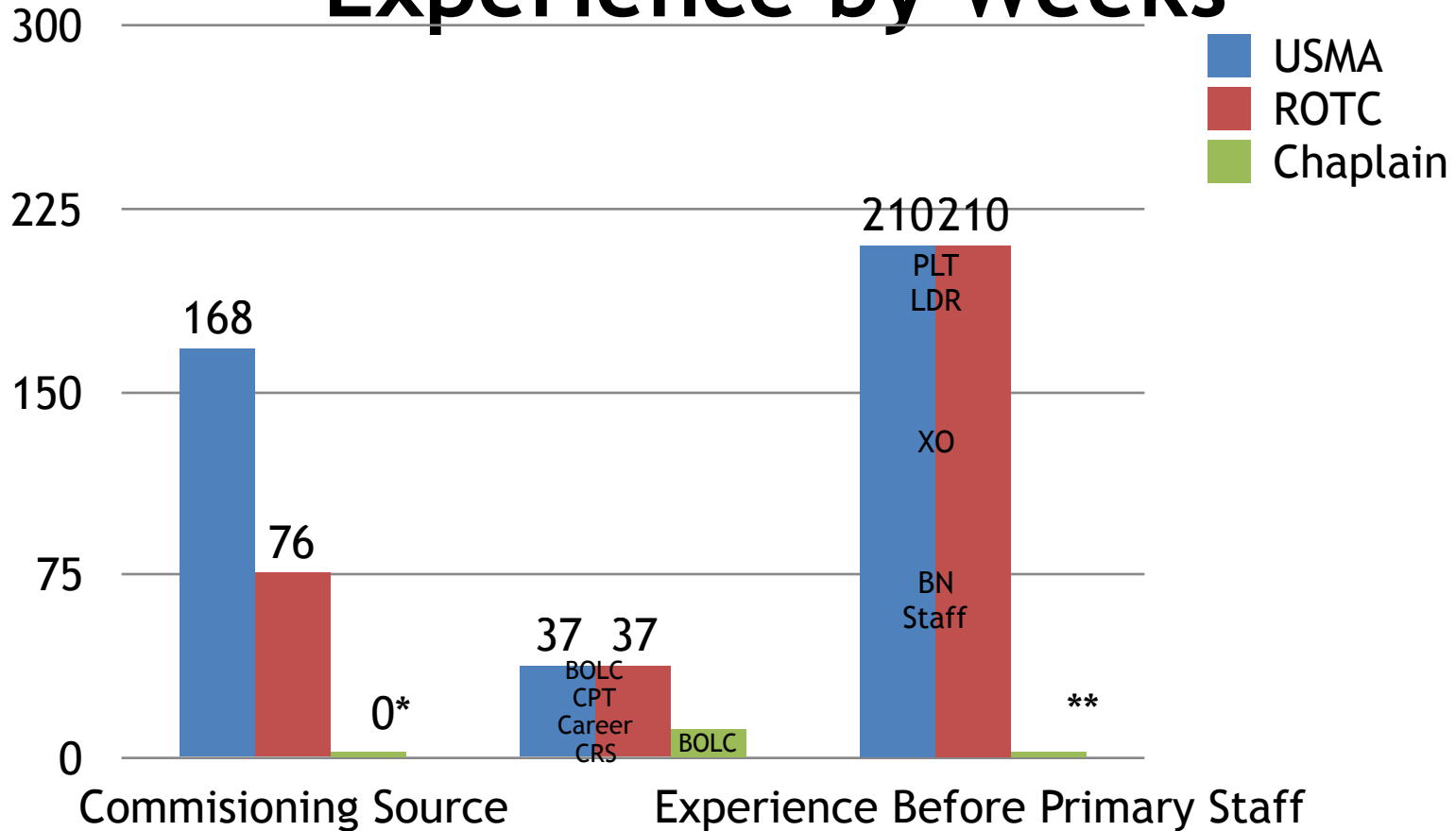
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\*ACC AVG  
MFE 40.7  
OS 37.8  
FS 41.2

# Is Your Chaplain Under Performing as a Staff Officer?

- Some Reasons Why...

# CPT ACC VS. CH CPT Experience by Weeks



\* Direct Commission

\*\* Phase II CHBOLC

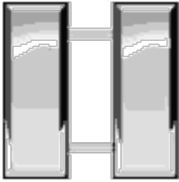


# NCO Mentoring and Influence

ACC LT



CH CPT



# Chaplain as Special Staff Officer

- Provides the commander with pastoral care, personal counseling, advice, and privileged communications
- Develops and implements the commander's religious support program
- Coordinates religious support with unit ministry teams of higher and adjacent headquarters, other Services, and multinational forces
- Helps the commander ensure all Soldiers have the opportunity to exercise their religion
- Performs or provides religious rites, sacraments, ordnances, services, and pastoral care and counseling to nurture the living, care for casualties, and honor the dead
- Provides religious support to the command and community, including confined or hospitalized personnel, enemy prisoners of war, civilian detainees, and refugees
- Provides liaison with indigenous religious leaders
- Trains, equips, and supports subordinate chaplains and chaplain assistants



# Can Your Chaplain...

- Describe Staff Relationships and Responsibilities
- Participate in MDMP
- Conduct a Running Estimate
- Present a Military Briefing
- Develop Staff Studies and Decision Papers
- Analyze Plans and Orders
- Conduct Religious Support Planning, Preparation, Coordination and Execution
- Write a Religious Support Annex

# If Not...

- Develop a Staff Officer Training Plan
- Assign a Battle Captain Mentor
- Direct the BDE Chaplain to Assist in Training
- Assign Professional Development Reading: ATTP 5-0.1, ADRP 5-0, ADP 5-0
- Don't Accept Mediocrity
- Coach, Teach, Mentor
- Develop Your Chaplain
- Ask if your chaplain is completed the mandated monthly training approved by the LCC
- Ask if your chaplain is participating in the monthly chaplaincy teleconference on the third Tuesday
- Is your chaplain submitting ministry reports to the Senior Army Chaplain?