

Department of the Navy Strategic Plan for Religious Ministry 2014-2019



"Chaplains play a vital role for our Navy and Marine Corps team, providing counsel, building hope, and increasing the resilience of our force."

-The Honorable Ray Mabus, Secretary of the Navy

"Part of 'Be Ready' is having the opportunity to practice one's faith wherever our Shipmates serve. Whether at home or operating forward, our Navy chaplains play a vital role in ensuring our Sailors, Civilians, and families have the resilience to meet every challenge they face."

-Admiral Jonathan Greenert, Chief of Naval Operations

"Chaplains are invaluable when it comes to ensuring that we keep faith with our Marines, our Sailors, and our families."

-General James Amos, Commandant of the Marine Corps

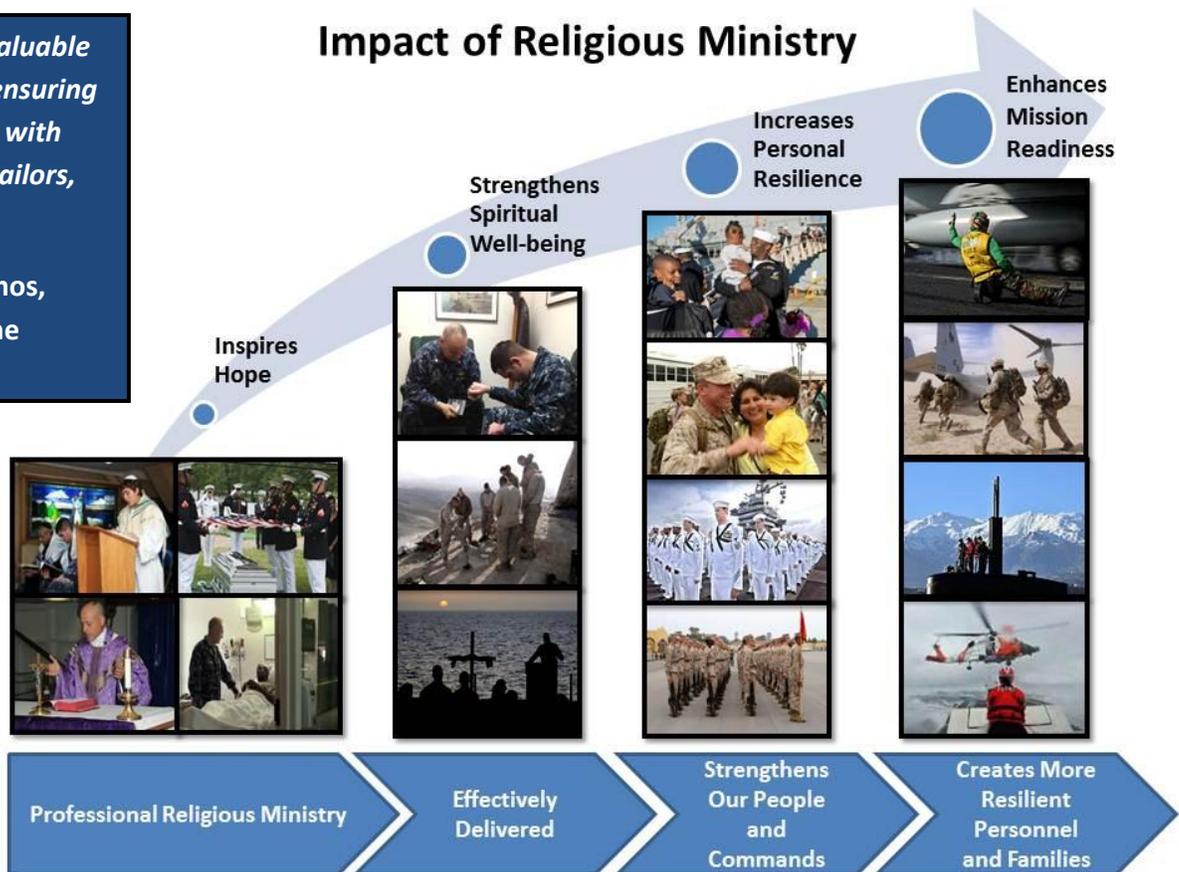
Impact of Religious Ministry: Increased Resilience and Readiness

Our people serve in a variety of challenging and often austere environments. To be mission-ready, our Sailors, Marines, Coast Guardsmen, Civilians, and families must be highly resilient and ready at all times to act with spiritual, moral, and ethical maturity. Supporting our people is a top priority of the Department of the Navy, and maintaining a ready force requires a commitment to our personnel and their families. This includes access to religious services and chaplain support.

Chaplains and Religious Program Specialists (RP) play a critical role in helping the Department of the Navy achieve and maintain a ready force through the delivery of professional religious ministry and compassionate pastoral care. Chaplains and RPs are embedded within commands operating at sea and ashore to ensure 24/7 availability. They provide a source of comfort and refuge that enables service members and their families to practice and grow in their faith and to face personal and professional challenges. Chaplains provide a visible reminder of the presence of God and offer hope during the most difficult times that our people face. This strategic plan will ensure that the efforts of the Chaplain Corps are focused on the most important needs our people face, now and in the future.

Professional Naval Chaplaincy

Professional Naval Chaplaincy (PNC) embodies the Chaplain Corps' commitment to deliver religious ministry characterized by cooperation, tolerance, mutual respect, and respect for diversity. It is further characterized by an emphasis on understanding the pluralistic military environment. PNC includes the full range of responsibilities inherent in positions of leadership and authority in the Navy, as well as the standards of professionalism defined by PNC policy. Implicit in PNC is the expectation that chaplains will be faithful representatives of their religious organizations.



VISION

Mission-ready members and families of the Naval Service, strengthened and supported by professional religious ministry.

MISSION

To inspire hope and strengthen spiritual well-being through the delivery and coordination of effective religious ministry at sea and ashore.

GOALS

1. Serve Our People
2. Engage With Leadership
3. Meet Professional Standards

Supporting Personnel, Families, and Commands

At sea and ashore, commanding officers are charged with accommodating the religious needs of their people and maintaining a positive command climate. Chaplains, RPs, and other religious ministry team (RMT) members support commanding officers with this sacred duty. RMTs can be as small as one chaplain and one RP or RMTs can encompass more than a dozen chaplains and RPs deployed across a carrier strike group or with the Marine Expeditionary Force. Whether these teams are small or large, RMTs have a covenant to support those they serve by:

Providing professional religious ministry through worship services, religious education, weddings, funerals, and other religious rituals and rites.

Facilitating for the religious needs of our people from other religious traditions by identifying their religious needs and coordinating support from other chaplains, civilian clergy, and lay leaders.

Caring for our people with dignity, respect, and compassion, regardless of an individual's beliefs, and making informed and professional referrals. Chaplains are available 24/7 with confidential counseling to ensure service members and their families have the spiritual resilience to cope with the inevitable hardships of military life.

Advising commanding officers on the accommodation of religious needs; on the moral, ethical, and spiritual well-being of our people; and on religious matters that affect the command's mission.

Strategic Goals: The three goals of the strategic plan will ensure that our people receive professional religious ministry, thereby increasing their personal and family resilience and enhancing mission readiness.

Goal 1: Serve Our People

Serving our people must be the #1 priority of chaplains and RPs. Answering this call to serve is at the very heart of who we are. We are committed to professionally exercising our core capabilities to provide, facilitate, care, and advise—across a broad spectrum of operating environments. This goal has three specific objectives:

- ❖ Meet the religious and pastoral care needs of our people
- ❖ Strengthen their moral and ethical foundations
- ❖ Create a sense of community for all Naval Service members and their families



"The men and women of America's Navy and our partners in the U.S. Marine Corps stand watch around the globe, always ready for any mission and any task. Our ability to be where it matters, when it matters is in no small measure grounded by the support, counsel and spiritual guidance provided by our Navy chaplains."
–Vice Adm. Bill Moran,
Chief of Naval Personnel

Goal 2: Engage With Leadership

The overall effectiveness of religious ministry can only be accomplished when chaplains and RPs, at all levels, engage with their leaders. RMTs must provide the very best and most relevant advice possible to assist commanding officers with their charge of command and to guarantee the most effective management of their people. In support of this goal, we will:

- ❖ Advise Naval leadership on the effective delivery of religious ministry
- ❖ Provide relevant advice on religious matters and health of force issues that affect the command's mission
- ❖ Assist in creating and maintaining a moral and ethical command climate

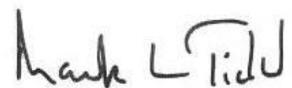
Goal 3: Meet Professional Standards

Chaplains and RPs must maintain the highest professional standards to ensure we properly serve our people and engage with leadership. Our professional growth and development, including our commitment to our families and our own community, are vital and essential if we are to provide quality religious ministry. PNC embodies our commitment to achieve the objectives below:

- ❖ Meet professional standards
- ❖ Develop leaders
- ❖ Support chaplains, RPs, and their families

Moving Forward

This strategic plan will serve as the foundation for policy and programming for the professional delivery of religious ministry across the Navy, Marine Corps, and Coast Guard. This plan will inform and shape the development of professional standards and serve as a paradigm for the training and education of RMTs. It will also provide the foundational elements for developing operational doctrine and certifying RMTs at sea and ashore. The vision, mission, and goals of this strategic plan will be implemented via an execution plan that will serve as a framework for local command religious programs, as well as a tool to engage stakeholders across the Department of the Navy.



MARK L. TIDD
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30 January 2014