



# Directorate of Recruiting and Endorser Relations (DACH-RER)

## Endorser Bulletin

NOV 17

Dear Endorsing Agent Partners,

Thank you for your continued support for the United States Army Chaplain Corps. Your participation in teleconferences, written communication and visits to chaplains in the field greatly contribute to Religious Support for the Army.

The Chief of Chaplains has updated the Professional Work Experience (PWE) policy and there are two changes of which we would like you to be aware.

### Change #1 – Waiver Consideration for Part-Time Ministry Experience

- PWE is still only a requirement for active duty appointment (not for USAR or ARNG applicants).
- No change to the required two year minimum.
- However, Endorsers may present an applicant with part-time ministry experience for PWE waiver consideration.
- This policy shift recognizes the diversity of local faith communities across the nation and that not all of them provide full-time ministry opportunities. Additionally, while full-time ministry experience is preferred, the Army recognizes that certain clergy with part-time experience are ready for active duty ministry.

### Change #2 – Institutional Ministry

- Institutional ministry such as Hospital/Clinical Pastoral Education, Prison, Civil, Industrial, Law Enforcement or Corporate are not considered qualifying professional work experience.
- Applicants already in the recruiting or endorsement pipeline with institutional ministry experience will be considered until the beginning of Fiscal Year 2020.
- This policy shift highlights the Army Chaplain Corps' priority of appointing individuals with senior religious leadership experience in their unique faith group's local community of faith.

## Chief of Chaplains' Intent

- Recruiting = Readiness!!!
- The Army seeks religious ministry professionals who are deeply rooted leaders in their unique, individual faith tradition.

## Helpful Tips

If unclear whether an applicant's ministry experience meets the Army's active component guidance, request early evaluation from the Office of the Chief of Chaplains. This evaluation can be requested through the applicant's recruiter.

Endorsers should send the waiver request memorandum to the applicant or recruiter rather than Mr. Thigpen. This enables the recruiter to submit a complete waiver request to the Office of the Chief of Chaplains.

## Contact Information

CH (LTC) Boguslaw A. Augustyn  
Email: boguslaw.a.augustyn.mil@mail.mil  
Office: 703-545-5312  
CH (LTC) Grace R. Hollis  
Email: grace.r.hollis.mil@mail.mil  
Office: 703-545-5314