EXECUTIVE SUMMARY

14 Dec 22

(U) Division Chaplain Section Working Group.

(U) On 8 Dec 22 a working group consisting of 5 Division Chaplain Sections (CS) and Unit Ministry Team (UMT) Observer, Coach, Trainers (OC/Ts) from the Joint Readiness Training Center and 1st Army assessed solutions to the following problem statement: “How do CSs provide engaged and intentional leadership in order to increase readiness in a resource constrained environment?” A lack of time, deployment requirements, manning shortfalls, and competing priorities at echelon place real constraints and limitations on supervisory UMTs/CSs. Additionally, the ReARMM life cycle model puts downtrace units in very different timelines for training and mission utilization. The majority of 56As arriving to battalions in divisional units are in their first term, creating added requirements for supervision and mentorship. UMT collective training is taking place, but Division CSs are task saturated from current initiatives and commander priorities. Brigade UMTs are also observed to lack knowledge in training management, creating inefficiencies in training plans. As one group member said, “to say yes to any one thing means saying no to at least two things.” The group ended with recommendations for an approach to address current challenges: 1) The Chaplain Corps should consider a year of “focusing on the fundaments,” limiting new initiative, consolidating gains from recent initiatives, and emphasizing basic skills that enable core competencies. 2) DACH PER should align talent management processes to place an experienced 56A in each brigade, helping provide peer mentorship to first term chaplains, and offering a viable chain of succession in large scale combat operations. 3) All new O4 supervisory chaplains should attend the Operational Religious Support Leaders Course (ORSLC) as soon as possible, greatly enhancing the ability plan and resource brigade level training. Currently, most O4 chaplains do not attend the course until after completion of common core Intermediate Level Education (ILE). 4) CSs at echelon should issue regular training guidance to subordinate commands, with clear priorities, measurements, and assessments based on doctrine.

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