



DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF OF CHAPLAINS
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WASHINGTON DC 20310-2700

DACH-ZA

6 August 2018

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Chief of Chaplains' Training and Leader Development Guidance for Fiscal Year 2019 (FY19)

1. References.

- a. The Army Vision, June 2018.
- b. U.S. Army Chaplain Corps Campaign Plan (CCP).
- c. AR 350-1, Army Training and Leader Development, 10 December 2017.
- d. AR 165-1, Army Chaplain Corps Activities, 23 June 2015.
- e. FM 1-05, Religious Support, 5 October 2012.
- f. FM 6-22, Leader Development, 30 June 2015.
- g. ATP 1-05.04, Religious Support and Internal Advisement, 23 March 2017.

2. Purpose. This memorandum updates the Chief of Chaplains (CCH) Training and Leader Development Guidance (TLDG) and synchronizes Chaplain Corps (CHC) training with the Chief of Staff of the Army (CSA) priorities. The TLDG empowers religious support (RS) unity of effort by using the CCH's vision and priorities as a lens for chaplain sections and unit ministry teams (UMTs) to visualize and meet their Commander's training requirements.

- a. The CSA's priorities are "Readiness, Future Army, and Taking Care of Troops."
- b. The CCH's priorities are "Build spiritual readiness through the Free Exercise of Religion, Soldier and Family Care, and Moral Leadership."

3. Training Philosophy. Similar to FY18, FY19 TLDG continues to build on improving Leader Development in support of (ISO) the CCH's Strategic Theme: "Year of Leader Development." As a complement to unit training, ensure training of all Chaplain Sections and UMTs on the Chaplain Corps Campaign Plan (CCP) quarterly Focused Objectives (FOs) in order to (IOT) achieve maximum RS training effects. FOs will be further defined and distributed through recurring CCP council meetings and found at https://army.deps.mil/army/cmds/HQDA_ChaplainCorps/Training/CCP/FO/SitePages/Home.aspx.

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Integrate this training within the long-range training calendar. Provide holistic training that assimilates the professional military religious leader and professional military RS staff advisor capabilities. In developing RS leader training, assess leader development requirements across the 11 RS Functions.

4. Training Priorities. CCH's TLDG intent is to achieve the CSA's priority requirements by focusing on four lines of effort (LOEs): LOE 1, Build Spiritual Readiness; LOE 2, Deepen CHC Identity; LOE 3, Improve Leader Development; and LOE 4, Enhance UMT Interoperability.

a. Build Spiritual Readiness (LOE 1).

(1) Readiness means the Army is strong enough to deter the Nation's enemies and, deterrence failing, to fight and win. Spiritual readiness means that the soul of the Soldier is strong and powers the Soldier through every challenge.

(2) CCP FO 1.2, Moral Leadership, will be developed out of RLS 3. Last year's CCP FO 1.1, Leader Care/Senior Leader Care, continues as Chaplain Sections at 2-star Commands and below share best practices and as OCCH/SIIG continue to lead General Officer Readiness pilot programs across the Army.

b. Deepen CHC Identity (LOE 2).

(1) Strengthen CHC commitment to fulfilling the Army's mission of delivering RS to Soldiers and Families (**Love**), living the Corps' **Legacy**, and increasing key stakeholder understanding of and support to CCP (**Leadership**).

(2) Use CCP FO 2.2, CHC Internal Advisement, to equip 56As and 56Ms to work together more effectively as professional military RS staff advisors. Focus on issues within your command that affect spiritual readiness. Last year's CCP FO 2.1, Chaplain Corps Recruiting, continues as UMTs and Chaplain Sections at every echelon train and equip themselves to be effective recruiters as stewards of the future of the Chaplaincy.

c. Improve Leader Development (LOE 3).

(1) Prepare the next generation of CHC leadership through focused tactical training and strategic education. Integrate leader development requirements in the tactical, garrison and operational environments.

(2) Use CCP FO 3.2, Strategic Religious Leader Icon, as an aiming point for developing strategic leaders. Last year's CCP FO 3.1, Religious Liberty and Accommodation, continues as vital training, receiving attention from Congress and other agencies as the importance of religious liberty and accommodation increases.

d. Enhance UMT Interoperability (LOE 4).

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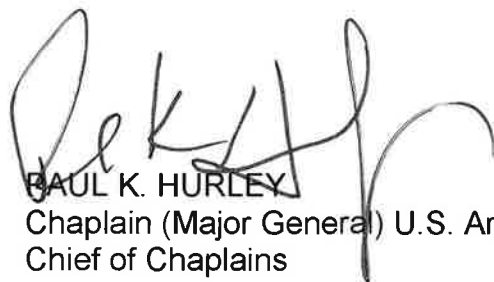
(1) The CHC is an interoperable network of Army professionals exploiting opportunities for partnering across the world. This maximizes unity of effort in delivering RS to America's Soldiers. Training must include joint doctrine IOT ensure understanding of interoperability concepts/capabilities and a working familiarity with the joint environment. Interoperability includes coordination with a plethora of partners: all Components, Joint, Coalition, Allied, and the State Partnership Program.

(2) Use CCP FO 4.2, Partnership Training, to focus interoperability training on the most important partners for your command's mission. Last year's CCP FO 4.1, Enhance UMT Interoperability, is relevant for UMTs at all echelons for reporting engagements with other Chaplains/Chaplaincies IAW DP 2, ICCH-CCH Engagement Process.

5. Reporting. Leaders synchronize and nest with higher headquarters regarding proposed training to ensure Commander's intent. Report training highlights to supervisory technical channel. Update the CCP scorecard at <https://tableau.eprobe.army.mil/#/projects/110/workbooks>. Share training products and successes with the Train the Force Committee in order to benefit the CHC.

6. Way Ahead. CHC must remain responsive in how it trains and provides RS. This annual training and leader development guidance is specifically intended to be broad in nature. Exercise leadership and assess and train personnel to meet specific mission requirements while nesting within higher guidance. Leaders must remain responsive and innovative in how they train so that their organizations remain ready, expert and agile in RS execution. This training guidance affords the flexibility to do so in accordance with the needs of each organization.

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