



THE ARMY CHAPLAIN CORPS VISION

“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 on and will fail himself and his commander and his country in the end.”

General George C. Marshall

The United States Army is the most lethal and capable ground combat force in history. As a special branch within the Army, the Chaplain Corps is the most multifaceted and capable chaplaincy in history. The keys to this success have been the faithfulness of Chaplain Corps members; the quality of the Corps’ Leaders; the superiority of the Corps’ education, training, and development; and the ability of the Corps – Regular Army, Army National Guard, and Army Reserve – to care for Soldiers, their Families, and Army Civilians, within a complex and continuously changing environment. The Corps’ Chaplains, Religious Affairs Specialists, Civilian Directors of Religious Education, and other Army Civilians operate together as a vital component of enhancing Army readiness.

The Army Mission remains constant: To deploy, fight, and win our Nation’s wars by providing ready, prompt, and sustained land dominance by Army forces across the full spectrum of conflict, as part of the Joint Force. Nested within the Army Mission, the **Army Chaplain Corps Mission** — our Corps’ unique purpose — remains constant: *To build Army spiritual readiness to deploy, fight, and win our Nation’s wars, by providing reliable and relevant world-class religious support, as a unique element of the Army that is fully engaged across the full spectrum of conflict.*

The Chaplain Corps cares for the soul of the Army, by ensuring the constitutionally-mandated free exercise of religion, by delivering spiritual and religious care directly to Soldiers, their Families, and Army Civilians, and by providing moral leadership. The Corps does this best when its Chaplains embrace their unique identity as both professional military religious leaders with distinctive ecclesiastical endorsements, and professional military religious staff advisors with specialized education, training, and experience.

Given the challenges ahead, the Chaplain Corps must have a clear and coherent vision of where we want to be in the coming years, so that we remain capable of accomplishing our Mission in the future. The **Army Chaplain Corps Vision** — our future end state — is as follows:

The Army Chaplain Corps of 2029 will be ready to build Army spiritual readiness by caring for Soldiers, their Families, and Army Civilians, across the full spectrum of conflict. The Chaplain Corps will do this by being a world-class, fully integrated network of mutually supportive Army religious support professionals, who are known for their integral and critical contributions to enhancing the readiness of Soldiers of all ranks.

To achieve our Vision, the Chaplain Corps must meet the following objectives:

- Man. Grow the Chaplain Corps to support the Total Army as it grows. As the Corps grows, it must do so by assessing, recruiting, and retaining high quality, physically fit, mentally tough Chaplains and Religious Affairs Specialists, as well as high quality Directors of Religious Education and other Army Civilians. Chaplains must be committed to serving in the Army as a sacred calling to serve God and Country; and all other Chaplain Corps members must energetically support Chaplains in that calling.
- Organize. Ensure Chaplain Corps members at all echelons across the Total Army are organized and resourced in ways that deliver unity of effort, mutual support, and excellence in all religious support activities, in units and at headquarters, in garrison and while deployed for training or combat. This objective will benefit from a top-to-bottom review of Chaplain Corps organizations and activities, to generate creative alternatives to the current organizational frameworks across the Corps.
- Educate, Train, Develop, Form. Ensure all Chaplain Corps members have superior education, training, and development as Army religious support professionals who will excel at enhancing the readiness of Soldiers of all ranks. These efforts must come together as a deliberate and sustained process of formation for all Corps members, but especially for Chaplains, to ensure they are fully ready at every level to work together effectively in caring for the soul of the Army.
- Lead. Form smart, innovative, and compassionate Chaplain Corps religious leaders of character, who are comfortable with complexity and capable of operating from the tactical to the strategic levels, within the Army's religiously pluralistic environment and in an increasingly diverse American society. We will build a new talent management-based personnel system unique to the Corps, to leverage the knowledge, skills, behaviors, and preferences of everyone in the Corps. This system will enable the Corps to attract, identify, develop, and utilize religious leaders who are the right fit for the Army.

To achieve and sustain these objectives, the Chaplain Corps, like the rest of the Army, must continually assess everything we do, identifying lower value activities to discontinue and ways to improve what we must do, in order to free up time, money, and manpower for our top priorities. Trusting and empowering subordinate leaders will be a critical part of facilitating reform and greater performance.

From the top down, we must remain committed to the Army Values. The Chaplain Corps is at its best when we work as one fully integrated team, despite our organizational and geographic dispersion; and our Values will serve us well as we face the challenges ahead together.

Since 1775, the United States Army Chaplain Corps has proven itself absolutely vital to building Army spiritual readiness to protect the American people, safeguard the Nation, and advance our interests abroad. This fact remains true today. Our ability to build Army spiritual readiness will be even more critical in the future, given significant cultural changes both inside and outside the Army. To remain ready to accomplish our Mission, the Chaplain Corps must fulfill the Chaplain Corps Vision outlined herein. We are confident that with the right leadership, the proper focus, sufficient resources, and sustained effort and prayer, the Chaplain Corps will achieve our Vision and continue to build spiritual readiness across the Army's formations for decades to come.

For God and Country!



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