



DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF OF CHAPLAINS
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DACH-ZA

07 February 2022

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Proponent Implementing Guidance

1. References.

- a. DoD Instruction 1300.17, Religious Liberty in the Military Services, 01 September 2020.
- b. DoD Instruction 1304.28, The Appointment and Service of Chaplains, 12 May 2021.
- c. Public Law 112-239, National Defense Authorization Act for Fiscal Year 2013, Section 533(b), 02 January 2013.
- d. AR 5-22, The Army Force Modernization Proponent System, 28 October 2015.
- e. AR 165-1, Army Chaplain Corps Activities, 23 June 2015.
- e. AR 600-20, Army Command Policy, 19 March 2020.
- f. DA General Order 2020-01, 06 March 2020.
- g. FM 1-05, Religious Support, 01 January 2019.
- h. ATP 1-05.04, Religious Support and Internal Advisement, 23 March 2017.

2. Purpose and Scope. This memorandum provides explanation and implementing guidance concerning existing policy regarding Army Chaplain Corps (CHC) provision of religious and spiritual support and advisement. Particular focus is given to assignment of chaplains to religious programs and services. The explicit guidance provided herein to Army senior/garrison chaplains are principles that also guide Army supervisory chaplains in operational settings when assigning subordinate Army chaplains to religious programs and services.

3. Key Principles. The Army CHC is dedicated to serving military communities by providing diverse forms of religious and spiritual support in global military communities, meeting religious requirements and caring for spiritual needs of both religious and non-religious personnel. In providing these services, CHC personnel consistently respect individual and communal constitutional rights to free exercise of religion. These rights

include group gatherings for religious-spiritual activities in accord with distinct beliefs about religion, morals, and culture. Similarly, the Army Chaplaincy is committed to providing equal opportunity and fair treatment for all Soldiers and Families. The CHC meets these requirements while also ensuring all personnel and resourcing allocation decisions are not influenced by personal bias or discrimination on the basis of religion, race, color, sex (including gender identity), national origin, or sexual orientation IAW AR 600-20. The CHC maintains this commitment and competency to such policies and pluralistic values through initial and iterative Corps training in institutional and operational domains.

4. Responsibilities.

a. Chief of Chaplains (CCH). CCH possesses branch proponent responsibility and technical supervision over Army religious policies, programs, services, and CHC activities. CCH exercises technical supervision over CHC personnel regarding the manner in which they perform CHC branch functions. Proper administration of Army religious activities requires official coordination and communication with non-governmental religious leaders and ecclesiastical endorsing agencies, which is limited to CCH and CCH chaplain-designees.

b. Garrison Chaplains. The term "garrison chaplain" as used in this memorandum includes "senior chaplains" and "senior command chaplains" designated by CCH to perform such garrison-installation functions (see AR 165-1 paragraph 1-9 for detailed and distinct garrison chaplain responsibilities). CCH authority and supervision over Army installation religious programs and services are exercised primarily by Garrison Chaplains (GCHs). Army policy specifically charges GCHs with allocation of CHC resources and personnel to meet garrison religious program requirements. GCH duties include management of CHC duty rosters, schedules, and coverage plans. Army policy requires GCHs support their commands and the CCH by developing and providing a coordinated effort that best addresses the religious diversity of Soldiers and Families on the installation and by supervising installation chapel programs, to include assigning installation and tenant CH Corps personnel to such garrison religious services and programs.

c. Individual Chaplains. Army chaplains provide religious support as professional military religious leaders, and advise the command on religion, morals, ethics and morale. Chaplains are responsible to provide support to installation religious support programs, unless inhibited by their organizational mission. Individual chaplains' operational and assignment orders document and direct such general installation responsibilities. CCH policy does not require every chaplain lead a specific chapel worship service; instead, it requires chaplains coordinate with GCHs to support and facilitate GCH assignments of chaplains to CH Corps programs and services consistent with community needs and mission requirements. While individual chaplains have rights to practice, perform, and lead religious services in their personal capacity, they do not

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have a parallel right to insist GCHs or garrison commanders provide specific opportunities to lead or speak at local Army religious services, absent needs in the community for such services. Army policy and law also require chaplains uphold religious mandates of their sponsoring religious group endorsers. Chaplains should keep supervisory GCHs advised of potential relevant limitations or conflicts in performing religious leader duties based on religious distinctives to best meet community preferences. Chaplains' religious distinctives and limitations must be fully respected by commands and supervisory chaplains. Law and policy prohibit making such religious distinctives a basis for prejudicial administrative or evaluative treatment of a chaplain. These policy requirements as expressed at AR 165-1, paragraph 3-5b and 6-14b are based on constitutional and legal provisions such as 42 U.S.C. section 2000bb et seq. All chaplains are trained and competent to perform or provide these duties with due regard to all Army policies regarding diversity, equity and inclusion in military pluralistic environments. For example, chaplain initial military training includes over three hours of Equal Opportunity, Diversity, Equity and Inclusion related training, and an additional eight hours of specific training on pluralism and religious accommodation to diverse religious groups related to CH Corps capabilities and functions.

d. Religious Affairs Specialists. Religious Affairs Specialists are trained and competent to facilitate the free exercise rights and spiritual needs of all personnel in assigned units, regardless of the religious affiliation of either the chaplain or the unit member. Religious Affairs Specialists also advise the command on matters of religion, morals, ethics and morale with oversight by supervisory chaplains. Religious affairs specialists all receive initial and iterative training in performing these duties with due regard for Army policies on diversity, equity and inclusion in military pluralistic environments.

5. General Policy. GCHs assign chaplains to installation religious programs and services on behalf of garrison/installation commands and the proponent CCH. They do so to a) support command requirements to provide for free exercise of religion, and b) meet Army mission priorities of strengthening community and spiritual fitness to enhance readiness. With finite resources and facilities made available by commands, GCHs must consider how to best meet community faith group needs and preferences with available chaplains assigned to the installation. For example, limited availability of Catholic priests often impacts the GCH decision made on behalf of the CCH to limit the frequency or days of the week that Catholic services can be provided. These decisions are made in dialogue with chaplains overseeing the service, the local command, and often require dialogue between external endorsers and the Office of the Chief of Chaplains. GCHs routinely assign individual chaplains to sponsor and/or lead recurring chapel services in roles such as "senior pastor", while granting other chaplains freedom to participate in religious leader responsibilities (such as preaching) under direction of the specified chaplain leader.

6. Considerations for Garrison Chaplain Assignment of Individual Chaplains. GCHs' assignments of chaplains to religious programs and services must take into account many factors. Needs and preferences of the particular community are paramount. While a chaplain's distinctive religious beliefs and practices are quite relevant in assigning a chaplain, GCHs and commanders must ensure personal bias, favoritism, and enmity toward particular religious viewpoints have no influence upon a chaplain assignment, or in any other government resource allocation decision. With primary focus upon communal needs of Soldiers and their Families, relevant factors GCHs and supervisory chaplains consider include in making assignments include:

- a. The degree of theological compatibility between a chaplain and a religious worship community or group;
- b. The degree of theological and ecclesial compatibility with other servicing chaplains assigned on a chapel service leadership team;
- c. The need to ensure religious leader diversity, broadening outreach to represent diverse types of religious beliefs and practices represented on a military installation;
- d. Available facilities, resources, and manpower to sustain increased religious chapel programs and services to accommodate broader chaplain and communal religious distinctives;
- e. Desires and preferences of individual chaplains for purposes of chaplain morale and professional development;
- f. The degree and duration of time a chaplain can commit to sustain an assigned responsibility to an ongoing or new religious service or program in light of other priority command or mission requirements.

7. GCHs are encouraged to establish local standard operating procedures regarding assignment of chaplains to religious programs and services, consistent with this guidance and local command policies and intent. These policies should recognize and respect the general ability of denominational, multi-denominational, and non-denominational religious communities and groups to establish and define for themselves communal and organizational core beliefs and practices.

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8. The POC for this memorandum is Chaplain (COL) Harry C. Huey, Chief, Policy and Government Affairs at 703-614-5500 or harry.c.huey.mil@mail.mil.

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