



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

DACH-ZA

1 July 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fiscal Year 2021 (FY21) Chief of Chaplains (CCH) Training and Leader Development Guidance (TLDG)

1. References.

- a. The Army Vision, June 2018.
- b. 40th Chief of Staff of the Army Initial Message, 9 August 2019.
- 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, 21 January 2019.
- f. FM 6-22, Leader Development, 30 June 2015.
- g. U.S. Army Chaplain Corps Religious Support Strategy 2020.

2. Purpose. This memorandum updates the Chief of Chaplains (CCH) Training and Leader Development Guidance (TLDG) and synchronizes Chaplain Corps (CHC) training with the priorities of the Chief of Staff of the Army (CSA). The TLDG advances religious support (RS) unity of effort by providing chaplain sections and Unit Ministry Teams (UMTs) a common training philosophy with training priorities, as they work to meet their Commanders' training requirements while building Army spiritual readiness through caring for Soldiers, their Families, and Army Civilians.

a. The Army's philosophy of people first continues to be emphasized by the CSA: "We win through our people, and people will drive success in our Readiness, Modernization and Reform priorities. We must take care of our people."

b. The CCH's priorities are People and Community. These priorities are aligned with the Army's philosophy of people first, and they will be executed through four lines of effort (LOEs): Recruit, Lead, Align, and Revitalize.

3. Training Philosophy. After an assessment of leader development requirements across RS core competencies and functions, RS leader training should address the capability to provide RS and the capability to advise commanders on the impact of

religion. As a complement to unit training, and in order to achieve maximum RS training effects, the CHC RS Strategy 2020 LOEs must be reflected within the long-range training calendar for all chaplain sections and UMTs.

4. Training Priorities (TPs). CCH's TLDG will achieve the CSA's priority requirements by focusing on four TPs: TP1, Build Army Spiritual Readiness; TP2, Revitalize and Integrate Army Religious Communities; TP3, Improve CHC Leader Development; and TP4, Strengthen RS Partnerships.

a. Build Army Spiritual Readiness (TP1).

(1) Build Army Spiritual Readiness by training chaplains to recruit the next generation of chaplains who are passionate about caring for the souls of Soldiers and their Families, and who are comfortable with diversity and can operate effectively in a pluralistic environment.

(2) Continue Religious Accommodation (RA) and Religious Liberty training. Specifically, be prepared to execute training to the CHC and Army on revised RA standards and procedures as contained in a soon-to-be published update to AR 600-20 (expected summer 2020). RA training guidance and implementation of the new standards and procedures will be published separately.

b. Revitalize and Integrate Army Religious Communities (TP2).

(1) Revitalize and integrate Army Religious Communities through Commander-led, ministry team-supported, locally-configured, and community-connected Soldier and Family RS.

(2) Integrate home-station UMT RS efforts with dynamic Army Chapel activities which are properly resourced, outward focused, and possess virtual RS capabilities.

c. Improve CHC Leader Development (TP3).

(1) Prepare the next generation of CHC leaders through focused training and strategic education. Integrate leader development requirements across the tactical, operational, and strategic environment, as well as in garrison RS operations.

(2) Educate and develop CHC leaders at echelon who can lead in a complex operational and widely diversified religious environment.

d. Strengthen RS Partnerships (TP4).

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(1) Align and resource CHC operational functions to advance unity of effort while addressing the complex strategic religious environment and seeking RS partners, especially in relationship to Defense Support of Civil Authorities and Suicide Prevention.

(2) Focus on improving interoperability with partners in your command's mission, including Total Army, Joint, national, and international partners, while following appropriate coordination procedures, especially when engaging with other military forces and international Chiefs of Chaplains.

5. Reporting. Synchronize proposed training with higher headquarters to align with Commander's intent. Report training highlights to supervisory technical channel. Share training products and successes with the Training and Leader Development Officer.

6. Way Ahead. The CHC must remain responsive in how it trains and provides RS. This TLDG is specifically intended to be broad in nature. CHC leaders must assess and train personnel to meet their specific mission requirements, to ensure their organizations remain ready, expert, and agile in RS execution, while appropriately nesting that training within higher guidance. This training guidance affords the flexibility to meet the needs of each organization.

7. Point of contact is the Training and Leader Development Officer, Chaplain (LTC) Claude Hoffman, at OFFICE: 803-751-9082; DSN: 312-734-9082; CELL: 703-407-1432; and NIPR: claudio.e.hoffman.mil@mail.mil.

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