

**Frequently Asked Questions (FAQs) about Army Chaplaincy**  
**Prepared by Chaplain Don Eubank**  
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1. What is the Army Chaplaincy about?

*A: The Army Chaplaincy is about providing Religious Support to Soldiers and their Families as directed by Title X, US Law. Chaplains exist in the military to protect every Soldier's Constitutional Right for the free exercise of their religious faith.*

2. What do Army Chaplains do?

*A: Army Chaplains "perform and provide" Religious Support. They "perform" Religious Support according to the tenets of their Endorsing Agency and "provide" (through Staff coordination) Religious Support for Soldiers that they cannot "perform." For example, as a Protestant Pentecostal, I perform Protestant-Evangelical Worship and ministry; I "provide" Religious Support for my Catholic Soldiers by coordinating with a Catholic Chaplain to "perform" Mass for our unit.*

3. How is the Army Chaplaincy distinct from the other services?

*A: The Army Chaplaincy is distinct from the Air Force and Navy in two key ways: (1) The Army Chaplaincy is based on the "Unit Ministry Team" concept of a Chaplain and Chaplain Assistant working together. (2) Army Unit Ministry Teams are assigned at the unit level; the Unit Ministry Team works for the unit—typically a Battalion (approximately 1,000 Soldiers) or a Brigade of four to six Battalions (approximately 4,000 to 6,000 Soldiers). Air Force Chaplains are assigned to the Base Chaplain and work out of the Base Chapel.*

4. Who do Army Chaplains work for?

*A: The Battalion Chaplain is rated by the Battalion Executive Office, Intermediate Rated by the Brigade Chaplain and Senior Rated by the Battalion Commander. The Brigade Chaplain is rated by the Brigade Executive Officer, Intermediate Rated by the Division Chaplain or Installation Chaplain, and Senior Rated by the Brigade Commander.*

*Another way to answer this question: The Chaplain works for the Lord, his/her Endorsing Agent, his rater, supervising Chaplain, and Commander.*

*Ultimately, the Senior Rater is the boss the Chaplain works for. It is the job of supervising Chaplains to realize that if there is a conflict of interest or conflict of time, the supervising Chaplain must yield to the Commander in order to not create a problem for the supervised Chaplain. However, the supervised Chaplain has the responsibility to adequately communicate to his or her Commander the importance of the competing interest to see if both interests can be achieved.*

5. How are Chaplains treated within the military culture?

*A: Chaplains are treated as professional religious leaders. Most officers, non-commissioned officers, Soldiers and Family Members treat Chaplains with respect and dignity.*

6. Can Chaplains preach according to their convictions?

*A: Yes, in fact Chaplains are expected to do so.*

7. How often will I have opportunities to preach?

*A: This depends on many variables; for example, how many Chaplains are assigned at your Post or Base. It also depends on how gifted/skilled a preacher you are. We all want the best preachers to have plenty of opportunity to preach.*

8. What denomination is the Military Chapel? What does "General Protestant" mean?

*A: Military Chapels services are usually Catholic, General Protestant, Liturgical Protestant (Lutheran and Episcopal), and Contemporary (similar to Saddleback and Churches with Maranatha/Wow Worship/Integrity style music).*

*"General Protestant" is the label the Army adopted in the 1970s to serve as the category that encompasses the major Protestant Faith Groups. It is up to the Chaplains at each Post to work and collaborate together. I have found no problems with this.*

9. Can I emphasize Pentecostal distinctives when preaching in a military chapel?

*A: Realize that typically only about 10% or less of your audience will be Pentecostal or Charismatic. I have found that in the military Chapel setting, Pentecostal distinctives are best addressed in Small Group ministry.*

10. Will I have to work with non-Christian Chaplains—for example: Jewish, Muslim and Buddhist Chaplains?

*A: Yes, but realize these chaplains are less than 10% of the current 1,350 Chaplains on Active Duty. These distinct faith group Chaplains have their own worship services. You may be supervised by a Brigade or Division Chaplain from a non-Protestant faith group.*

11. Will I have to work with non-Trinitarian, non-Protestant Christians, like Latter Day Saint (Mormon) or Jehovah's Witness?

*A: Yes. You may be supervised by or supervise a non-Protestant Chaplain. Mormon Chaplains typically do not enter the Chaplaincy with theological degrees, but are some of the most excellent social workers, and many are very fine pastors. In my experience, most Latter Day Saint (Mormon) Chaplains worship at a civilian Ward off-post, but I have known several LDS Chaplains that ask to speak at the General Protestant Chapel. Typically their sermons are very positive, helpful, moralistic and not problematic.*

12. What will pluralism require of me?

*A: Pluralism requires that Chaplains work collegially with other Chaplains as professionals, affording each other respect, dignity and cooperation. Chaplains typically do not criticize each other's theological beliefs.*

13. Will I still be a pastor?

*A: Absolutely. Chaplains are pastors who wear the military uniform, who pastor Soldiers and their Families.*

14. How long will I be a Battalion Chaplain?

*A: Typically about 8 years.*

15. What might a typical Army Chaplain's ministry career look like?

*(Please see the Attached Appendix "Active Duty Chaplain Life Cycle" Power Point slide that depicts the career lifecycle of an Active Duty Chaplain.)*

*Other helpful information is available at <http://www.goarmy.com/chaplain/>*

*To contact a Chaplain Recruiter, go to: [http://www.goarmy.com/chaplain/find\\_a\\_recruiter.jsp](http://www.goarmy.com/chaplain/find_a_recruiter.jsp)*

*A: Here is a narrative of what your Active duty military ministry "could" look like:*

- a. Year 1-3: Chaplain Basic Officer Leadership Course (CHBOLC), a six month course, followed by assignment to your first Battalion. In this Battalion, you volunteer for Air Assault School and graduate with honors. You might also volunteer for Airborne or Ranger School if you are very physically fit and enjoy the challenge.*

*Three months after assignment to Fort X, you deploy to Iraq for 12 months. At 21 months, you redeploy back to the USA.*

*At 35 months, you receive orders for Korea. You and your family move to Korea for three years.*

- b. At the end of your 6<sup>th</sup> year, you receive orders for the Chaplain Captain Career Course. Following this six month school, you are selected for Advance Civilian Schooling, and you are asked to go to a year of civilian schooling to earn a Masters in Ethics. You move to Connecticut and attend Yale Divinity School (for example) for a year. At the end of your civilian education, you are reassigned for Fort Sill, Oklahoma where you will teach Ethics for three years at the Field Artillery School. In your 8<sup>th</sup> year, while you are teaching, you are promoted to Major.*
- c. At the end of your 9<sup>th</sup> year, you are reassigned to Fort Campbell, Kentucky where your Air Assault Training is highly respected by Soldiers, and you are made a Brigade Chaplain of an Air Assault Brigade. You now supervise five Battalion Chaplains: One is Assembly of God, one is Presbyterian, one is Southern Baptist, one is a Muslim, and one*

- is Latter Day Saint. Six months after moving to Fort Campbell, you are deployed to Iraq for a year.*
- d. At the end of 10 ½ years you redeploy back to the USA and are reassigned to a new Brigade, that just returned from Afghanistan. A year later, this Brigade is going back to Iraq. You will likely deploy with them, but you leave Iraq at the six month point and are replaced by a new Brigade Chaplain.*
  - e. In your 12<sup>th</sup> year you are reassigned to the US Army Chaplain Center and School to serve as an instructor. In your 13<sup>th</sup> year of Active Duty, you are promoted to Lieutenant Colonel. Your two oldest children are in high school, and two youngest are in junior high. Your oldest son loved living in Korea and wants to go back as a foreign exchange student and become a missionary to Korea some day.*
  - f. In your 15<sup>th</sup> year, you receive orders for reassignment to Schofield Barracks, Hawaii, where you will be the division chaplain for the 25<sup>th</sup> Infantry Division. You're excited about this, but realize it could mean another deployment. You go to Oahu and have a great tour. Your two youngest graduate from Mililani High School, and attend Foursquare Churches on the island. Your oldest son returned from Korea and is now in Bible College.*
  - g. In your 18<sup>th</sup> year you are reassigned as a personnel manager for Army Forces Command at Fort McPherson, Georgia. In your 21<sup>st</sup> year you are promoted to Colonel, and you move to Fort Carson, Colorado, where you are assigned as the Installation Chaplain for three years. At your 21<sup>st</sup> year you became eligible for retirement, but because you sense God's Call, you stay on active duty for now.*

*Summary: In this scenario, you have moved eleven times in 23 years. You are having incredible ministry experiences. You were 33 years old when you came on active duty. Now you are 56, and think one more assignment after your tour at Fort Carson, and you will retire at 59 and return to civilian ministry.*

16. What is a typical week like for an Army Battalion Chaplain?

*A: About 3 hours of meetings with Commanders and Chaplains, about 10 hours of counseling, 12 hours of visiting Soldier work areas, 2 hours of collaboration with your Chaplain Assistant, 3 hours of hospital visitation, 5 hours of study for sermon and Bible Studies, 2 hours of teaching Bible Studies, 2 hours with commanders and non-commissioned officers, 7.5 hours of physical fitness training and 5 hours of administrative work. Plan on 4-6 hours of unplanned events, meetings, challenges.*

17. What are the kinds of issues I will face in counseling Soldiers and Family members?

*A: Marriage counseling for married Soldiers. Single Soldiers will see you when they are stressed and troubled, and always when they are in trouble and facing disciplinary actions from their chain of command. When a Soldier is in trouble, often his only "friend" is the Chaplain.*

18. What could I do in Seminary to better prepare myself for military Chaplain Ministry?

*A: Any tools to help you in counseling will pay off big dividends. Learn how to use counseling tools such as the Taylor-Johnson Temperament Analysis, Prepare/Enrich for married couples, Myers-Briggs Personality Inventory, PTSD and Crisis Intervention Training/Therapy techniques.*

19. How can I save money while I am in Seminary?

*A: In seminary you will be tempted to spend a fortune on books. Try to buy used books whenever possible. Amazon.com and Alibris.com are great places to purchase used books. There might be a store that sells used theological books in your area: look there first, as you can spend thousands on new books during seminary. Most of the books you'll have to read will be a "one time" read; whenever possible, borrow these books from the library instead of buying them. Other books will be "keepers"—reference books, philosophy of ministry, pastoral care, counseling, theology, hermeneutics, Bible study.*

20. Is it true that Army Chaplains are engaged in Religious Leader Liaison work in Iraq and Afghanistan?

*A: Yes. This policy was adopted in 2008. I strongly recommend training in Cultural Anthropology and the religion of Islam while in Seminary.*

21. What kinds of things do I need training, education, and experience in during my 24 months of supervised ministry experience?

*A: See Appendix B: "Recommend Ministry Experience during your Supervised Ministry Experience"*

*I hope you will soon commit to be an integral member of a healthy and thriving Foursquare church where you can experience opportunities in leadership, preaching, teaching, counseling, and conducting funerals--You'll be doing all this as a chaplain and your soldiers and commanders will expect and need for you to be highly trained and well experienced. Stay active in your church: All the experience you can get working with volunteers and other leaders will be invaluable.*

22. What will happen when I finish seminary?

*A: This depends on the level of pastoral ministry experience you had before you began your seminary education. If you have not had supervised ministry experience, then you will begin your supervised ministry experience. Talk to your Chaplain Coordinator and Endorsing Agent very specifically about your goals and ask them to work with you in mapping out a projected timeline so that there are no surprises or misunderstandings. Be sure to pay close attention to the Foursquare current published requirements and timeline for ordination as that is a requirement to be endorsed as a Foursquare Chaplain.*

23. Will I be deployed to Kuwait, or to the war in Iraq or Afghanistan?

*A: The current Operational Tempo (April 2009) dictates an affirmative answer to this question. Whether you enter Active Duty, the National Guard, or Reserve Chaplaincy, you will certainly be deployed, and is it likely this will occur very soon after your commissioning.*

24. How long will I be deployed away from the USA and my family?

*A: This depends on current political and military factors. As of April 2009, deployments are typically one year in duration.*

25. What are the hardest things I will face?

*A: This is different for each person. However, many chaplains report struggling with loneliness, fear, sadness, guilt over being gone from family, stress from seeing soldiers injured and distressed.*

26. How important is a daily quiet time for Chaplains?

*A: There is nothing more important in your life than your walk with God. Everything else will demand your time, but only you will be able to make your relationship with God a priority. Don't make the mistake of sacrificing your time to "drink from the well that never runs dry." I encourage you to ask yourself this question each day: What would my life look like if I walked very close with God today? He will show you. He will enable you to dream His dreams for your life.*

*I hope you will talk to someone you are accountable with about your personal devotional life, and about how much time, on average, you have spent in prayer, bible reading, and journaling each day over the last month. I hope that you will talk with someone about how you deal with anger and frustration.*

*I hope you are already journaling, if not, this will begin the process for you. If you haven't been journaling, I suggest that you get Richard Foster's or Dallas Willard's book on the Spiritual Disciplines and read the sections on Journaling.*

*A brief word for those future pastors not yet married: I encourage you to be accountable to a trusted brother or sister about all your dating and/or plans for dating, including your plan for purity in dating. Mature brothers holding each other accountable and sisters doing the same can be a great blessing to each other in this way.*

27. Is there anything my spouse and I can do now to make our life in the military chaplaincy easier?

*A: Yes. Consider the wisdom and gift to yourselves of "living lean." The Army will move you every 24 to 36 months. The less "stuff" you have, the easier these moves will be for yourself and family. The more you have, the harder it will be. I recommend not buying any new furniture (except your mattress and computer). Army movers will make all new things "used" in short order. The less money you have spent, the less grief. Become a Yard Sale and Thrift Shop guru when it comes to furniture, and be a good steward of your finances.*

28. What can be done to mitigate the stress of deployment?

*A: The answer to this question is only limited by your creativity and imagination. Before deployment, ask your church family to commit to praying for you and writing to you frequently. Make video tapes of reading to your children for them to watch. Set a weekly video-teleconference with your family. Write letters frequently, telling your spouse and children what you do during the day. Take pictures of your work area and compound, so your children will have a mental picture of where you are when you say you are at the dining facility, the motor pool, the laundry building, the clinic, the chapel, your office, your hooch, or the Post Exchange.*

29. How many chaplains have been killed in the war so far?

*A: Zero. So take heart and be encouraged. Chaplains are typically not out on patrols, and that is how most soldiers are killed: by terrorist shootings/attacks and Improvised Explosive Devices (IEDs).*

*It is true that a number of Chaplains have been wounded. At the time of writing this paper (April 2009) over 20 Chaplains are currently hospitalized for Post Traumatic Stress Disorder. It is our hope that better training, preparation, and networking with other Chaplains throughout the deployment will help to mitigate the negative effects of deployment to the War.*

30. Do chaplains carry weapons in combat?

*A: No. Army Chaplains do not train with weapons according to Army Regulations. These regulations and policies rest upon Geneva Convention Treaties, which describe Chaplains as "non-combatants." Chaplains have historically tried to protect the non-combatant status of their branch by not violating this policy.*

31. What kinds of ministry will I be able to do with Soldiers?

*A: Use your imagination and be creative! Chaplains have Coffee House ministries, Bible Studies, cutting edge worship services with the latest of Contemporary Style Worship, Traditional Worship, Charismatic-Healing and Prayer Services, and more.*

32. Can I pray with Soldiers and Family members to believe in Jesus as Lord and Savior?

*A: Absolutely. Your greatest opportunities will be in counseling sessions, Bible Studies and Small Group ministries. I know several Chaplains that provide informal receptions following Sunday morning Chapel services where people are invited to come if they want to know more about becoming a Christian.*

33. Can I pray with Soldiers and Family members to receive healing? To receive the Baptism of the Holy Spirit with the evidence of Speaking in Tongues?

*A: Absolutely. Your greatest opportunities will be in counseling sessions, Bible Studies, Small Group ministries, and special services such as Healing Services or Spiritual Gifts Services and Workshops.*

34. Where will my family and I live?

*A: Most installations have some housing on Post. You can decide to live on-Post or off-Post. Typically, if you live in on-Post housing, you surrender your housing allowance. Your other option is to keep your housing allowance and rent or purchase a home in the local community.*

35. Where will my children go to school?

*A: Typically at local schools. Overseas, dependent children of American service personnel attend Department of Defense (DODs) Schools.*

36. What about medical care for Active Duty Chaplains?

*A: The Active Duty Soldier is totally covered for all medical and dental care. Your spouse and children are covered for all medical and a portion of dental under a dental care plan. About \$1,500 worth of orthodontic care is allowed each dependent.*

*Medical care for Reserve and National Guard Chaplains is governed by different rules and should be carefully understood through your Reserve or Guard Unit.*

37. What about my salary?

*A: Your salary is based upon two variables: (1) Rank, and (2) Time in Grade. As a Chaplain Candidate, you are a 2<sup>nd</sup> Lieutenant (01). Once you are ordained, you are promoted to 1<sup>st</sup> Lieutenant (02). Approximately 6 months into active duty, you are promoted to Captain (03). (Prior military experience can change this example).*

*See this website for current military pay charts:*

*<http://www.dfas.mil/militarypay/militarypaytables.html>*

38. What about my physical fitness?

*A: The Army likes all its Soldiers "lean and mean." You will not be allowed to become overweight. If you exceed your recommended weight for your height, you will be taped at your neck and waist and a calculation will be made to ensure your body fat does not exceed standards. Commanders can have you taped even if you appear overweight, so you'll need to appear fit as well as be fit.*

*My advice is to be very careful during your seminary years; during your graduate work don't neglect your physical fitness. You will probably have to drop TV to keep pace with your studies—the sooner the better! Get plenty of rest, and start a physical fitness program today. I say this because many seminarians get terribly out of shape during their three to four years in seminary. Chaplain Candidates must pass the height and weight standards just like all soldiers.*

*Keep in mind that most of us Chaplains come on active duty in our mid-thirties, but we have to keep up with Soldiers who are in early twenties. The Battalion Chaplain will find himself/herself joining in the weekly five-mile battalion runs (often a 7.5 to 8.0 minute pace with a sprint at the end) and do physical training with the rest of the Soldiers. You may find one of the best ways to get time with your Commander is to have a "prayer run" with him/her a couple of times a month. Staying physically fit is not easy, that's for sure! But God will help you.*

39. What about retirement?

*A: You are retirement eligible at the completion of your 21<sup>st</sup> year of active duty. You can retire at approximately 50% of your base pay, minus the housing allowance. Many Chaplains purchase a home early in their military ministry career and rent it out during their military years so they have a home almost or completely paid for when they retire.*

40. What kinds of challenges will I face in ministry, in family, professionally, and personally?

*A: See answers below:*

- a. Ministry Challenges: much the same as civilian ministry, you will face the challenge of the administrative demands so crowding your life that there is little time for you to walk closely with God. Like civilian pastors, you will have to make your walk with God a priority.*
- b. Pluralism: Unlike civilian pastors, you will find yourself working side-by-side in chapel ministry with Chaplains from other denominations; perhaps even non-Protestant Christians (Mormons). This is something that you will have to handle with graciousness, patience, and wisdom. God will help you: He loves all His children.*
- c. Family: You and your family will move frequently. It's very tough on you and your spouse and tougher for your children. They will attend several different schools before graduating from High School. On the flip-side, they will likely see parts of the world their class mates will only read about in books. One chaplain friend I have tells the story of how an eight-grade English Teacher called the Chaplain to discuss with him the "wild and disturbingly troubled imagination of his 14-year old son who writes about 'living in Panama, Germany, and Japan'—he actually told me that he has lived on three continents and visited over 19 countries of the world!" Imagine the embarrassment of this arrogant teacher when the Chaplain told her that his son was not "disturbed" or lying! My point is that your children will have incredibly wonderful experiences of living and visiting other countries and cultures.*
- d. Personal Challenges: One of the biggest challenges is that some of your civilian pastor peers will feel that you are "leaving the ministry" when you become a military chaplain. Chaplain ministry is not well understood by most of our fellow civilian pastors—it is our job to "tell our story" of Chaplain Ministry. Stereotypes linger in our culture, for example: "Father Mulcahy" of the M.A.S.H. television program was a poor example of a Military Chaplain. One way you can contribute to establishing better understanding of chaplain ministry is by attending Foursquare Pastors Conventions, Conferences and Workshops and just be yourself.*

41. What emotions/struggles do chaplains wrestle with?

A: Guilt over being gone from family during deployments is quite common. Stress from seeing your fellow soldiers wounded and killed is also a struggle.

42. What are the toughest duties you have as a chaplain?

A: *Four answers from Chaplain Don Eubank:*

- a. *Accompanying the Casualty Assistance Office on Death Notification Teams. This is especially difficult when the family members are not Believers.*
- b. *Praying with family members when their loved one just died. This is especially difficult when the family members are not Believers.*
- c. *Ministering to Soldiers who saw their buddy get shot and killed.*
- d. *Counseling a Soldier in Iraq who just got a Priority Mail package containing legal documents of divorce from his wife back in the States.*

43. What is the best way to understand what the Military Chaplaincy Ministry is like?

A: *By joining the Chaplain Candidate Program during your seminary training. You can join once you are accepted to an accredited Theological Seminary and have been approved by the Military Chaplain Endorser (contact the Foursquare Chaplain Department for an application). If you decide not to become a military Chaplain after your Chaplain Candidate experience, you can resign your commission. You are not obligated to join the Chaplaincy after graduation. See Appendix A: "The Army Chaplain Candidate Program."*

44. If I am accepted into the Chaplain Candidate program, does this guarantee that the Foursquare Church Board of Directors will Ecclesiastically Endorse me as a Foursquare Chaplain when I graduate from seminary?

A: *No. The purpose of the Chaplain Candidate program is for you to "test" your calling. This is not an approval for you for active duty chaplain ministry, but rather, the first step in the process. The Army is going to take a good, hard look at you during this process. I strongly encourage you to take a good, hard look at the Army as well, and prove your Call from God. He will make His purposes clear to you. Following your graduation from seminary, you will complete at least two years of supervised ministry experience. This will be your opportunity to further grow in your pastoral ministry experience before entering active duty ministry as a military chaplain.*

**For more information about Foursquare Chaplaincy, contact us at [chaplains@foursquare.org](mailto:chaplains@foursquare.org). Comments about this document are also welcome.**

## **Appendix A: The Army Chaplain Candidate Program**

(The information in this Appendix was provided by the US Army Chaplain Recruiting Command, and is accurate as of April 2009).

See the following awesome Chaplaincy links:

- a. Chaplaincy and the Chaplain Center and School Experience:  
<http://www.pbs.org/wnet/religionandethics/week1131/cover.html>  
<http://www.usachcs.army.mil/>
- b. Brief Chaplain History:
- c. <http://www.usachcs.army.mil/HISTORY/Brief/TitlePage.htm>
- d. Chaplain Family Blogs and Insights:  
<http://gentlewhisper.com/blog/nomenu/chaplain-blogs/> ;  
<http://www.nytimes.com/2008/04/06/fashion/06marriage.html?pagewanted=2& r=1&hp>
- e. The Military Entrance Processing Station video:  
<http://www.mepcom.army.mil/video.html>
- f. ABC News Report about CHAPLAINCY:  
<http://abcnews.go.com/Video/playerIndex?id=3737124>
- g. Interest in the Army Chaplaincy  
<http://www.goarmy.com/chaplain/>

### **The USAR Chaplain Candidate program and how to become a Chaplain after seminary:**

1. The Chaplain Candidate Program is for those who are not ordained and/or do not have 72 hours masters level work with a masters degree in theological studies. This program is designed to assist you in verifying your calling to military ministry. There is no obligation to become a Chaplain after joining. If at any time, while you are a Chaplain candidate, you decide God is calling you to a different ministry you can resign. The annual pay can range from \$4770.00-\$8,107.00. This is for 30-45 days of Army training a year. Most seminary students in the program will work in the summer but the program is flexible and you can work these 30-45 days almost anytime in the year that is convenient for you. What you will be doing is either going to our Chaplain Officer Basic Leadership Course or working along side an Active Duty or Reserve Chaplain for those 30-45 days. It is an internship--like program where you walk alongside a Chaplain--experiencing first hand what military ministry is all about. We want to give you as much practical experience as possible so that you can prayerfully consider this calling. Once you are finished with seminary you can apply to be either an Active Duty (if you have two or more years of ministerial experience) or a Reserve Chaplain.

2. The Chaplain Candidate program provides an opportunity for tuition assistance through the United States Army Reserve. After you join and become a Chaplain Candidate you may be eligible for up to 100% of the tuition costs, up to \$250 per credit hour with a maximum cap of \$4500 per year. If you receive tuition assistance you would be obligated to four years as a U.S. Army Reserve Chaplain serving in a Troop Program Unit (TPU) after you graduate from seminary. There is also scholarship money available from the Chaplain Candidate Scholarship Program, the Military Chaplain Association

(<http://www.mca-usa.org/html/Scholarships.html>) and the Church, State, Industry Foundation (<http://www.chaplain-csif.com/index.html>). The CCSP and qualifying partner graduate schools offer an annual scholarship of \$4,500 for newly qualified matriculated students who also enter the Army's Chaplain Candidate Program. In return, the U.S. Army features a link to the school's website on our <http://www.goarmy.com/chaplain/index.jsp> website for interested students to visit.

3. To pre-qualify as a Chaplain candidate, you must:

a. Obtain an ecclesiastical approval from your denomination or faith group (we can help you with this).

Educationally, you must:

b. Possess an Accredited (recognized by the Dept of Education) Baccalaureate degree of not less than 120 semester hours.

c. Be a full-time graduate student at an Accredited (recognized by the Dept of Education) seminary or theological school.

d. Be a U.S. citizen or permanent resident.

e. Be able to receive a favorable background check.

f. Pass a physical exam.

g. Be less than 42 and 6 months old (Age waivers are available for those with prior service).

### **Requirements to become a US Army Chaplain:**

1. To become a US Army Chaplain you must meet the age qualifications (less than 47 years of age for Active and 50 for Reserve for those with 3 years prior military service), have an Accredited (recognized by the Dept of Education) Masters of Divinity or equivalent (minimum 72 graduate hours), be in good health and no prior serious health issues, and have a clean legal and financial background.

2. The educational requirements are most important, so let me go into a little more detail.

a. Chaplain applicants must have at least 36 hours in theology/Religious Philosophy (min 6 hours), Religious ethics, Religious History (min 1 course), General Religion classes (min 6 hours), World Religions, Verbal Communications / preaching (min 1 class), Practice of Religion (min 6 hours) and Foundational Writings of your faith group (min 6 hours). Courses in religious education, pastoral counseling, religious administration, church music, etc can only account for ½ (36 hours) of the total (72 hour) educational requirements. At the time you apply you must be ordained (or soon plan on being ordained).

For Reserve Chaplaincy (incurring a Service obligation), you may apply for and receive Financial Assistance by means of:

- a. The Tuition Assistance Program. Up to \$4,500.00/yr for Chaplain Candidates.
- b. The Loan Repayment Program. Up to \$20,000 for qualifying loans for Professional Ministry School loans.
- c. The Signing Bonus Program. \$10,000 for becoming a Chaplain (for non prior Service Ministers, only).
- d. The Critical Skills Retention Bonus. Up to \$20,000 for USAR (Captain) Chaplains.

To pre-qualify as a Chaplain:

- a. You must obtain an ecclesiastical endorsement from your faith group. This endorsement certifies that you are a clergy person in your denomination or faith group.
- b. Qualified spiritually, morally, intellectually and emotionally to serve as a Chaplain in the Army.
- c. Sensitive to religious pluralism and able to provide for the free exercise of religion by all military personnel, their Family members and civilians who work for the Army (this does not mean, for example, that a Jewish Rabbi who is an Army Chaplain must conduct Christian worship services. The Jewish Chaplain's job is to conduct Jewish services according to their tradition and ensure all other religiously oriented personnel in the unit have the opportunity to practice their religious faith as well).

Educationally, you must:

- a. Possess an Accredited (recognized by the Dept of Education) Baccalaureate degree of not less than 120 semester hours.
- b. Possess an Accredited (recognized by the Dept of Education) Master's degree in divinity or any graduate degree in theological studies. The applicant must also have a minimum of 72 graduate hours in theology, religion, ethics, philosophy, and like classes.

For active duty, you must:

- a. Be a U.S. citizen. We will accept permanent resident aliens for United States Army Reserve only.
- b. Be able to receive a favorable background check.
- c. Pass a physical exam.
- d. Be less than 46 and 6 months old. Age waivers are possible up to age 49 and six months (if you have 3 yrs of prior Active military service). Inquire for details.

Full Time (Active Duty) - Have 2 years of post graduate ministerial experience (this can be "waived" if you have more than 2 years of life time ministerial experience) Inquire for details. No ministerial experience is needed for Army Reserve.

Once you are qualified to become a Chaplain you will need to consider if you want to be a Chaplain full time or part time. Our part time program (Army Reserve) enables you to be part of a local ministry and support our soldiers and their families. You are committed to working two days a month and fourteen training

days a year. This is a wonderful way to be involved in both your church's ministry and with the Army.

## **Annual Salary**

Annual Salary (rounded to the nearest \$100) for an Army **Reserve** Chaplain (basic commitment 1 weekend/month; 14 days/year) 1LT = \$6,500 - \$8,700 (0-6 years) CPT = \$10,200 - \$11,500 (6-12 years) MAJ = \$12,600 - \$13,700 (12-18 years) LTC = \$15,200 - \$16,100 (18-22 years) COL = \$18,300 - \$19,600 (22-over 26 years)

Annual Salary (basic pay plus housing allowance with dependants - rounded to nearest \$1,000) for a **Full time Active Duty** Chaplain CPT (you would be a 1LT for only 6 mos) = \$52,000 - \$71,000 (0-8 years) MAJ = \$77,000 - \$89,000 (8-16 years) LTC = \$96,000 - \$101,000 (16-21 years) COL = \$114,000 - \$127,000 (21-30 years).

Also, if you want to grow in Spiritual preparation for your potential ministry, I am recommending the following books to learn from those who have been in your future ministry "shoes":

- "A Soldier of God Remembers", by Chaplain (COL, retired) John Schumacher. He is a retired Army Chaplain with Grace Brethren churches and Endorsed by the National Association of Evangelicals. His book reflects on the life of a Chaplain during his career and especially his two combat tours in Vietnam. You need to experience life as a Chaplain in combat. This 2000 book is available by emailing him at [ChaplainSchumacher@cox.net](mailto:ChaplainSchumacher@cox.net) or linking to: [www.AsoldierofGodRemembers.com](http://www.AsoldierofGodRemembers.com), <http://www.asoldierofgodremembers.com/> or <http://www.eaglecommission.org/>
- "Abu Ghraib: Reflections in the Looking Glass", by Chaplain (MAJ) Michael E. Cannon, Jr. He is a Reserve Presbyterian pastor. His books reflects on the horrific failures and ethical decision making that affected and impacted the 800th MP BDE meltdown in Iraq. You need to experience the life of a Reserve Chaplain as he ministers to his Family, Soldiers and undergoes tremendous turmoil in a Reserve Unit desperately in need of God. This 2005 book is available by linking to: [www.xulonpress.com](http://www.xulonpress.com) , <http://www.xulonpress.com/> (ISBN: 1-597810-09-6).

## **Appendix B: Recommended Areas for Training, Education and Experience in the two years of Supervised Ministry Experience**

This list was developed to assist in clarifying the nature of supervised ministry experience every chaplain candidate should develop prior to their ordination and ecclesiastical endorsement for active duty military chaplaincy. The chaplain candidate should negotiate early with her/his pastor-supervisor so that the pastor-supervisor is well informed of the requirement for a minimum of two years of at least 20 hours per week supervised ministry experience. The chaplain candidate should discuss any concerns of the supervised ministry experience with their chaplain district superintendent or the Military Chaplain Endorser. The Army, Navy and Air Force chaplains serving as Chaplain Coordinators within the Foursquare Chaplains International are available to assist chaplain candidates in negotiating their plan for supervised ministry experience with the supervising pastor. In some cases, in coordination with the Foursquare Chaplain Department Director and Endorser, the Chaplain Coordinator might be involved in some components of the supervised ministry experience.

1. Preaching. The chaplain candidate-pastor should have strong experience in preaching the Word, and be able to clearly communicate a sermon theme, purpose, key points, with transition statements, based upon the Word of God. Exegetical preaching is preferred. When the preacher becomes a chaplain, she/he will have to be able to complete most sermons in twenty minutes. The chaplain candidate-preacher may have to volunteer for preaching in rest homes, pulpit fill for vacationing pastors, and other outreach opportunities to gain this experience.

2. Funerals and Memorial Services. The chaplain candidate-pastor should have experience and be confident in their ability to conduct funerals and graveside services. The candidate should have conducted and participated in enough funerals to have worked through their theology of suffering and death, and be able to compassionately minister comfort in a setting and context where the audience will likely include a majority of unchurched soldiers/sailors/airmen/marines.

3. Counseling. The chaplain candidate-pastor should have experience in pastoral counseling with individuals, including pre-marital and marital counseling, and crisis intervention counseling. (We suggest the candidate have some experience and practice using validated Inventories such as *Prepare-Enrich*, *Myers Briggs Personality Inventory*, or *Taylor Johnson Temperament Analysis* profiles). The candidate should also know how to conduct weddings, and have experience in doing so.

4. Committee and Staff Work. The chaplain candidate-pastor should have experience in working with committees, staffs, and planning teams. Military chaplains are on the personal staff of the commander and work with the battalion, brigade, division and corps staff their entire ministry. The candidate should demonstrate the ability to write and communicate in English clearly at a graduate level. Chaplains write efficiency reports for soldiers, and promotions/assignments are often based on how well the soldier is presented in the reports written by the chaplain. Chaplains will frequently write and prepare briefings for senior leaders; a chaplain must be a strong/clear communicator.

5. Teaching. The chaplain candidate-pastor should have experience in teaching the Bible in multiple formats for multiple age groups including Sunday school, Bible Studies, Small Groups, retreats and conferences. The candidate should have experience in both women's and men's ministries. (As of July 31, 2008 the Department of Defense reported that the U.S. military is 92% male and 8% female. This is a clear indication that the chaplain candidate-pastor should have experience in ministry to males).

6. Leadership training. The chaplain candidate-pastor should have experience in recruiting and training volunteer workers in the church. Knowledge in working with people, recruiting and training volunteers and developing teams is essential, as all chaplains will either be the senior pastor or serve on the pastoral staff within an Army Chapel program.

7. Advertisement, graphics, publication and media. The chaplain candidate-pastor should have good experience in preparing church bulletins, newspaper articles, advertising church programs, publications, including using media and computers.

8. Altar work, prayer room, and intercessory ministry. The chaplain candidate-pastor should have experience in praying with people for the baptism of the Holy Spirit, healing and salvation.

9. Pluralistic Ministry. Any experience the chaplain candidate can gain with inter-faith ministry planning and coordination with religious leaders of other denominations and faith groups will be very valuable. The military chaplaincy is a pluralistic ministry and chaplains often work very closely with non-Protestant Christians (Mormons, Seventh-Day Adventists) as well as Rabbis, Muslims and Buddhists.

## **Appendix C: The Value of Clinical Pastoral Education (CPE) during Seminary Training**

Many Chaplains have told me that their CPE training was the most important training they received for serving effectively and personally surviving deployment the War. The War is devastating soldiers, including chaplains. No chaplain should deploy to the War without considerable preparation for the issues of war: Trauma, Suffering, Death, Grieving, Pain, Loneliness, Depression, Anger, Frustration, and other forms of loss.

Most Army Chaplains coming back from the War report in one way or another that they were unprepared for what they faced. Many chaplains have already become war casualties. They have told me "nothing prepared me for what happened to me in Iraq--nothing in Seminary, nothing in the Church." At the time of writing this paper (April 2009), over 20 military chaplains are currently hospitalized for Post Traumatic Stress Disorder health issues.

For several decades the Chiefs of Chaplains (Army, Navy, USAF) have depended upon Seminaries and Endorsing Agents to prepare their chaplains for military service. Up until Sep 11, 2001, that worked, because the longest separations from families occurred for the few chaplains that spent a one year unaccompanied in Korea, or for several months at sea (Navy Chaplains). The War changed everything and has caught us all unprepared for the realities of combat ministry and "care for the caregiver".

From the end of World War II to the fall of the Berlin Wall in October of 1989, the Department of Defense focused their efforts on preventing World War Three and fighting the Soviets in Germany's Fulda Gap. When the USA was attacked on September 11, 2001, the US military found itself totally unprepared for the new conflict: Counter Insurgency Operations.

The Chaplaincy was just as unprepared as the rest of the military for what 15 month deployments would do to Soldiers and to us as Chaplains. We're getting better at dealing with PTSD and loss/grief/anger issues, but we are playing "catch up." Several chaplains are being medically discharged due to Post Traumatic Stress Disorder. Several are permanently disabled. This is not a pretty picture.

CPE is one of the best ways to get hands on ministry experience in a clinical setting where you will face the difficult issues of illness, suffering, pain and death. CPE will give you a chance to think through your theology of pain and suffering and how this integrates into your overall faith. Remember: You are headed to war, where men are dying, and lots of soldiers are very angry, frustrated, and stressed out about it. They need a chaplain who knows what it is like to suffer, feel pain, understand the confusion that grief and misery brings, and can bring the Gospel to such situations in relevant, sensitive, and caring ways. This can only be learned through experience. CPE offers great experience in these issues.

I strongly suggest you get Ray Anderson's book: "Self Care: A Theology of Personal Empowerment and Spiritual Healing" (Pasadena: Fuller Press, 2000). Also, I suggest C.S. Lewis' "A Grief Observed", for starters. You need a strong theology for suffering, grief, loss and death to carry you through a deployment to the War.

## **Appendix D: Initial Questions I ask when persons contact me about the Army Chaplaincy**

I generally send an email and follow up with a phone call. In preparation for our phone call, could you please be ready to discuss a couple of questions:

1. Your Call to pastoral ministry.
2. Your thoughts, attitudes, feelings and any burden you may have for Soldiers and their Families.
3. Your thoughts, attitudes and feelings about being separated from your spouse and children for 12 to 15 months when you are deployed to war.
4. About how much time you spent, on the average during the last 30 days you have spent alone in prayer, reading the Word, and journaling, and what the Lord is teaching you during this time. Please don't count sermon preparation time.
5. What level of discussion and communication have you and your spouse discussed your thoughts and feelings about the military chaplaincy, and you being deployed (likely) more than once for 12 to 15 months. Note: when you become a military chaplain, you will be deployed, and this will likely happen to you 3 or more times. Share how you believe this will affect your children, and what you and your spouse will do about it?
6. How do you feel about living a simplified life? Military life is challenging: You will move every two or three years. The only way you can do this without incredible stress is to live a simplified life. Are you willing to do that? What do you need to do to simplify your life? Is your spouse willing to make these kinds of sacrifices? Are you willing to uproot your spouse and children repeatedly over a 20 to 30 year career of military ministry?
7. I encourage you to print out these questions, and talk to your spouse about these questions before moving ahead.
8. If this is God leading you, you probably already feel excited and thrilled about these questions and talking to your spouse about it. If you are discouraged and depressed by these issues, then that is good as well, because if you can be scared off this easily, then it probably isn't the Lord, but just an exciting fantasy. Better to find out now, before you begin the long and difficult journey, than to nurture an unrealistic dream for several years and only be discouraged later on.
9. Please email your answers back to me as soon as possible: [donald.w.eubank@us.army.mil](mailto:donald.w.eubank@us.army.mil) . Please call me at your convenience: 757-897-6650 (cell); or 757-788-4486 (office).

God bless you richly. I look forward to hearing about your thoughts, ideas, and Call to ministry.

## Appendix E: The Current Operational Tempo of the Army

The Army Chaplaincy is tough, demanding and cutting edge ministry. It will stretch the most seasoned pastor. With the nation at war, all new chaplains should expect deployment to the war shortly after accessioning. Deployments are currently running 12 to 15 months, including significant train up time and 20 to 30 days at either the National Training Center (Fort Irwin, CA) or the Joint Readiness Training Center (Fort Leonard Wood, MO).

The lengthy deployments put great stress on families, including the chaplain's. I cannot overstate the importance of a strong marriage and support system for both the deploying soldier/chaplain and the family that remains at home. The chaplain needs to have a strong personal relationship with Jesus Christ and have adopted habits of consisted daily time in the Word (alone) where he/she reflects, journals, and worships--and not for just ten minutes. As one of my friends told me recently: *"Devotionettes make christianettes that smoke cigarettes and engage in illicit sex."* Cute, and probably has some truth to it.

Many chaplains are conducting 10-25 memorial services in each deployment. Though not everyone develops Post Traumatic Stress Disorder (PTSD), every soldier experiences Post Traumatic Stress. I sure did. Every soldier (including chaplains) should have very frank, honest and open conversations with their spouse about what being a soldier means these days, including some open discussion about how a 12 month separation will affect each member of the family. Last year I had this conversation with one of our chaplain candidates and she assured me "I will not be deployed away from my husband and children if I become a chaplain--our state is not being deployed." Two weeks ago I learned she is deploying this summer to the war. That is the way it is. Everyone is getting a "share," because the new Army Plan, called ARFORGEN requires "sharing the misery."

When I was a brand new Foursquare Army Chaplain 23 years ago, all first tour assignments were three years at a Stateside fort. We were not at war. We trained only "in the field." We were not expected to conduct religious leader liaisons with Muslim religious leaders. Most of us knew nothing about Islam. I could not tell you where Iraq or Afghanistan was on a world map. The only combat veterans in the brigades were (possibly) the Brigade Commander (a Colonel), and perhaps a small percentage of the most senior non-commissioned officers (the first sergeants and command sergeant's major). Now everything has changed:

- We are at war.
- We train to go to war.
- Lots of our soldiers are getting wounded and killed.

We chaplains accompany the officers that notify their spouses, children, parents, brothers and sisters, and other next of kin. We conduct their memorial services. When the deployment is over and everybody goes home, there are still the families of those who grieve. The soldiers move on to their next duty station, and pretty soon, so do we. But we never forget who died.

Chaplains are trained in understanding Islam, including the major sects. There are a couple of important books you need to read about Islam to understand why Muslims are so hurt and angry these days. I suggest starting with "The Crisis of Islam: Holy War and Unholy Terror" by Bernard Lewis. Certainly there is more to know, but Bernard Lewis is a good place to start.

Chaplains are conducting religious leader liaisons with local religious leaders, including Imams. This requires significant training so we chaplains don't overstep our boundaries. Many chaplains have made a critical error in thinking that as an ordained pastor; they were the "equivalent" of the local Imam in Mosul, Iraq. Nothing could be further from the truth. The Imam has great political power, and there are other major differences.

Most active duty chaplains have been to Kuwait, Iraq and/or Afghanistan. Several are on their second or third tour of duty. Some have retired early or resigned and returned to civilian ministry because they don't want to be gone from their family for another year. In fact, the various branches are struggling right now to retain captains (O3 types) that are leaving "in droves." You can do a Google search on this topic to see what the Department of Defense is reporting about this.

Most soldiers on active duty, with the exceptions of new recruits, are combat veterans (see their right shoulder patch.)

Officers and NCOs that are not combat veterans are looked at by some as "those who have not yet paid their dues". This is an unfortunate reality, due to the narcissistic culture of the military. It is not a major obstacle, but you do need to be aware of this.