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The Chaplain Corps ... A Strategic Plan for Religious Ministry

"The Navy's Strategic Plan for Religious Ministry is important to continuously improve the level of service Chaplains and Religious Program Specialists deliver to our Sailors and Marines. Our people are our most important asset, and we must continue to adapt to their changing needs."

– Rear Adm. Robert Burt, Chief of Chaplains

Secretary Winter recently approved the Department of the Navy Strategic Plan for Religious Ministry, FY 2008-2013. Key parts of the strategic plan include:

A mission and vision for chaplains and religious program specialists (RP)

- Mission: A Chaplain Corps (CHC) and RP rating which deliver religious accommodation, care and advisement to strengthen faith, values and virtues, so that Sailors, Marines and their families may best serve our country.
- Vision: Mission-ready Sailors, Marines, and their families demonstrating spiritual, moral, and ethical maturity, supported by innovative delivery of religious ministry and compassionate pastoral care.

Four goals for CHC community

- Fulfill the religious ministry needs of those served by striving to understand and articulate the current and future needs of the individuals and communities served. Continuously review and adapt services and delivery models to best meet those needs.
- Create a healthy active duty and reserve CHC community by understanding the full range of current and future manpower issues. A healthy, diverse community best provides the range of skills and abilities required to meet the needs of Sailors, Marines and their families.
- Measure and report performance in a transparent manner by developing meaningful measures and metrics. The CHC will continuously assess and report its performance, both internally and externally, in the areas of process, programs, personnel and service.
- Communicate CHC value to all stakeholders by clearly and thoughtfully communicating its value in a manner meaningful to each of the communities it serves.

Core Capabilities Defined

- DON leadership has defined religious ministry in the CHC core capabilities of facilitating command religious programs, providing faith group-specific needs, delivering care, counseling and coaching beyond a faith group specific context, and advising Navy leaders on issues relating to morals, ethics, spiritual well-being, morale and the impact of religion on military operations.

Find more on the Navy Strategic Plan for Religious Ministry in the [CHC community on Navy Knowledge Online](#).

Key Messages

- In their shared experience of service, Navy Chaplains and RPs are uniquely qualified to provide and facilitate for the Religious Ministry needs of Sailors, Marines, Coast Guard and their families.
- The CHC is focusing on their customers by supporting operational commanders in validating their requirements for religious ministry.
- The CHC Strategic Plan's execution involves metric development for planning and reinforcing a culture of adaptability and accountability.

Facts & Figures

- The CHC has 811 active component and 266 reserve component chaplains and serves 90 different faiths; approximately 499 are assigned to Navy commands, 275 to Marine Corps units, and 37 to the Coast Guard.
- In 2008, the CHC will hold eight conferences around the world to present the strategic plan and provide an avenue for discussion with regional Navy leadership, starting in Albuquerque, New Mexico in March.
- For images of Chaplains in action, visit the [Navy Chaplain Photo Gallery](#).