



DEPARTMENT OF THE NAVY  
OFFICE OF THE CHIEF OF NAVAL OPERATIONS  
2000 NAVY PENTAGON  
WASHINGTON, D.C. 20350-2000

IN REPLY REFER TO

JUL 29 1999

MEMORANDUM FOR MAJOR CLAIMANT STAFF CHAPLAINS

Subj: Focus 12/99 (NAVY CHAPLAIN OFFICER CAREER PROGRESSION)

Ref: (a) N097 ltr "Building Our Future Together; Occasional Thoughts: Career Development" of 01 Apr 99

Encl: (1) Navy Chaplain Officer Career Progression Chart

1. The following enclosure is provided as a guide. Although it does not encompass all aspects of Chaplain Corps assignments and training, it reflects a typical Navy chaplain career progression.

2. We have embarked on the most ambitious and comprehensive professional development program ever attempted in the Navy Chaplain Corps. We call it "Career Development" because this effort encompasses the entire span and spectrum of a chaplain's tenure on active duty. Our effort is focused on providing the best possible ministry to Sea Services people. I refer you to reference (a), emphasizing the importance I place on effective career development.

3. My goal is to prepare our Chaplain Corps for 2010 and beyond. Intentional career development will better equip us to serve the needs of the Sea Services. Chaplain Corps career development is not built on progression from rank to rank. Rather, it grows out of the idea that as one continues in the Chaplain Corps, he/she accumulates experience based on assignments and gains knowledge grounded in training.

4. Please give enclosure (1) your widest dissemination.

A handwritten signature in cursive script that reads "Byron Holderby".

A. BYRON HOLDERBY  
Rear Admiral, CHC, U.S. Navy  
Chief of Chaplains

Copy to:  
Director, Naval Chaplains School  
Head, Chaplain Resource Board

# NAVY CHAPLAIN OFFICER CAREER PROGRESSION

	<b>Chaplain</b>		
YRS	24 --	<b>Chaplain</b>	24 --
CAPT	22 --	<b>Force/Regional Chaplain (NOBC 3745)</b>	22 --
---	20 --	<b>Supervisory Chaplain (NOBC 3740): USN, USCG, USMC</b>	20 --
---	18 --	<b>Senior Training: Navy Chaplain Strategic Leadership and Ministry Course (SLAM) - 4 wk</b>	18 --
---	16 --	<b>Supervisory Chaplain (NOBC 3740): USN, USCG, USMC</b>	16 --
---	14 --	<b>Staff Chaplain (NOBC 3701): USN, USCG, USMC</b>	14 --
---	12 --	<b>Advanced Training:</b>	12 --
---	10 --	<b>Advanced Officer Leadership Training Course (AOLTC) - 2 wk [CNO required for all Navy Officers]</b>	10 --
---	8 --	<b>Navy Chaplain Staff and Leadership Course (S&amp;L) - 2 wk [required for NOBC 3740 billet]</b>	8 --
---	6 --	<b>Sea/Shore Tour (NOBC 3701): USN, *USMC, USCG (Afloat, CONUS, Overseas)</b>	6 --
---	4 --	<b>Subspecialty Tour (as identified by subspecialty coded billets)</b>	4 --
---	2 --	<b>Funded Graduate Education (FGE) Pastoral Care Residency (PCR) Joint Professional Military Education (JPME)</b>	2 --
---	1 --	<b>Intermediate Officer Leadership Training Course (IOLTC) - 2 wk [CNO required for all Navy Officers]</b>	1 --
---	---	<b>Sea/Shore Tour (NOBC 3701): USN, *USMC (Afloat, FMF, Ashore)</b>	---
---	---	<b>* Chaplains enroute to first USMC tour are required to complete 2 wk Chaplains/RPs Expeditionary Skills Training (CREST)</b>	---
---	---	<b>Basic Training: Chaplain Basic Course - 6 wk</b>	---
---	---	<b>Basic Officer Leadership Training Course (BOLTC) - 2 wk [CNO required for all Navy Officers]</b>	---
---	---	<b>Amphibious &amp; Expeditionary Ministry Course (AMEX) - 1 wk</b>	---
---	---	<b>Tools Empowerment &amp; Ministry Skills (TEAMS) - 2 wk</b>	---
---	---	<b>LTJG</b>	---