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

IN REPLY REFER TO
1730
Ser N097/01226
24 Aug 01

Dear Colleagues:

I want you to know some of the significant initiatives my staff has undertaken. They have anticipated and responded to the Sea Services shift to more network-centric, fiscally efficient, and operationally focused priorities. My staff has challenged old paradigms and helped prepare the Chaplain Corps for the future. Here are a few of the initiatives they have undertaken in the past year.

The Manpower, Community Management and Reserve Affairs Division (N971), led by Captain(sel) Phil Gwaltney, performed a comprehensive overhaul of all accessions policies and programs to enhance recruiting efforts. As a result, our recruiters made significant progress in overcoming systemic obstacles to accessions, especially in underserved faith groups. Your prayers and referrals greatly aided the recruiting team's efforts.

N971 also revised the promotion plan to increase opportunity to 0-4 from 75% to 85% for FY03 to FY05 Selection Boards and to 90% in FY06 and beyond. They developed Operational Staffing Standards to identify Religious Ministry (RM) requirements for USN forces. They created an approved list of RM Functions and Tasks—used to describe in policy the nature of RM, identify core competencies and training objectives, and determine manpower requirements. They also revised the Shore Installation Staffing Standard—the first update since 1988.

Likewise the Shore IPT made significant strides in standardizing regional RM structures/policies, establishing standards of RM service, and developing metrics to measure effectiveness. Finally, the N971 team staffed the development of the Area Religious Ministry Coordination Team (ARMCT)—a structure to promote cooperative and collaborative ministry in geographical areas. I anticipate the ARMCT will greatly enhance the innovative, life-transforming service you provide by identifying RM requirements and developing strategies for mobilizing RM assets to meet these needs.

The Plans, Policies and Facilities Division (N973), led by Captain Stephen Linehan, completed SECNAVINST 1730.7B, developed the Chaplain Corps Strategic Plan, designed a new Chaplain Corps Seal, and established the Chaplain Religious Enrichment Development Operation (CREDO) Center of Excellence in the Northeast Region. SECNAVINST 1730.7B more closely bonds the Chief of Chaplains with the Deputy Chief of Chaplains, who now acts as the Chaplain of the Marine Corps.

Our Strategic Plan articulates the direction we will take for the future. It was built upon wide cooperation and collaboration in its development that are as important as the strategies we are preparing to implement. The new Chaplain Corps Seal symbolizes our commitment to remain faithful to our religious traditions and practices while respecting the rights of others to have their own spiritual beliefs.

With the establishment of a new CREDO Center of Excellence in the Northeast Region, once more we enrich the lives of Sailors, Marines and their families and other authorized personnel.

N973 continues to rewrite the cornerstone instructions that shape our ministry (OPNAVINST 1730, SECNAVINST 7010.6A (Religious Offering Fund), and SECNAVINST 173X.XX (CREDO)). I anticipate all of these instructions to be signed within the next year.

The Training and Education Division (N977), led by Captain Al Hill, planned, coordinated and hosted the 2001 Senior Leadership Conference (SLC) in Dallas. Feedback from this event has been very positive. SLC 2002 will be held in Orlando from 25 February to 1 March. SLC 2002 will focus on servant leadership. Registration information will be mailed to participants within a few months.

N977 helps you take advantage of our post-graduate education program and other training opportunities. Those selected for post-graduate education, pastoral care residency, the Naval War College and the USMC Command and Staff College, will soon receive notification letters. Your selection is based on past academic success, your preference card request for PG School and being a LCDR(sel) or above.

N977 leads in quarterly training. Based on *The Covenant and The Code of Ethics for Chaplains of the Armed Forces*, the first Quarterly Chaplain Corps Training (QCCT) module has been completed. I think you will find this training challenging and rewarding.

In anticipation of an increase in distance learning opportunities for fleet and shore sailors and Marines and other Navy-wide information technology advances, we will soon begin publishing *The Navy Chaplain* on the internet. Captain(sel) Shelia Robertson and her team at the CRB have already begun the transition of the CHC Web-page to a more user-friendly, NMCI compatible portal, capable of providing video streaming. The CRB has just sent *The History of the Chaplain Corps from 1949-1958* to the printers and is also undertaking the massive project of updating Chaplain biographies. Expect to receive a questionnaire within the next few months. Your cooperation in quickly returning it to CRB will greatly assist them in getting Volume Eleven to the printers.

As I close this letter, I would be remiss not to add a few words about my remarkable front office staff. In addition to managing my schedule, drafting many of my presentations, reviewing everything coming to me for signature, preparing my briefings, making my airline and hotel reservations, they process hundreds of letters, faxes, emails and other administrative items every week. Their workload is daunting, but their commitment and gifts equip them to meet each challenge head-on! My Executive Assistant, Captain Alan Keiran, keeps the entire staff on task and the front office running smoothly. Master Chief Larry Darnell, my Senior Enlisted Advisor, ensures that Chaplain Iasiello and I are informed about RP and other enlisted issues. RPCS Grayson leads our talented and dedicated enlisted staff.

I thank God for these dedicated professionals, committed to faith and service. I thank all of you who bring your wisdom and cooperative spirits to deliver innovative, life-transforming service throughout and beyond the Sea Services. God Bless you.

Cordially,

B. C. Black

BARRY C. BLACK
Rear Admiral, CHC, U.S. Navy
Chief of Chaplains