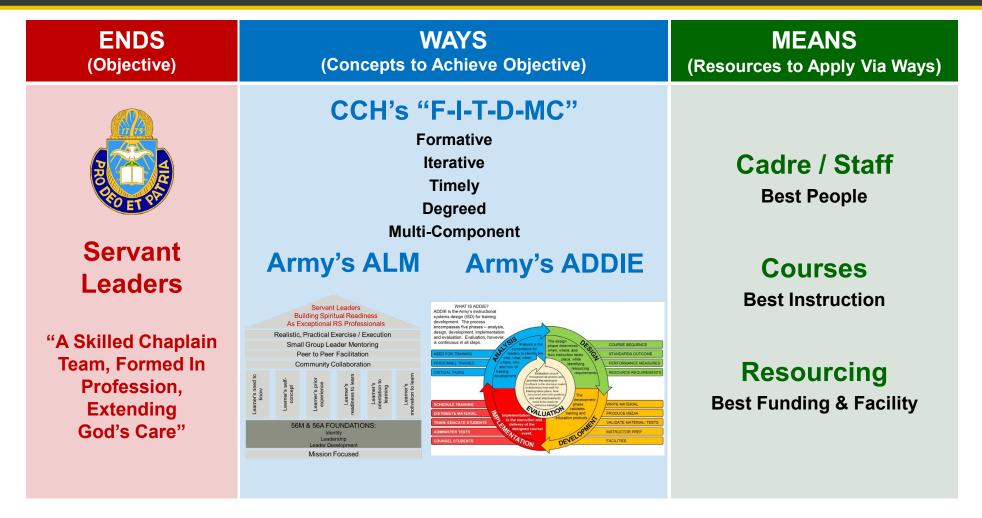# USACHCS COURSE SUMMARIES

- **USACHCS Ends-Ways-Means**
- **Courses Offered**
- **How Courses Are Developed**
- **Individual Course Overviews**
  - **Course Purpose, Summary & Scope**
  - **Course Map**

USACHCS ENDS-WAYS-MEANS

ENDS (Objective)	WAYS (Concepts to Achieve Objective)	MEANS (Resources to Apply Via Ways)

ENDS (Objective)

Servant Leaders

"A Skilled Chaplain Team, Formed In Profession, Extending God's Care"

WAYS (Concepts to Achieve Objective)

CCH's "F-I-T-D-MC"

Formative
Iterative
Timely
Degreed
Multi-Component

Army's ALM   **Army's ADDIE**

Servant Leaders
Building Spiritual Readiness
As Exceptional RS Professionals

Realistic, Practical Exercise / Execution
Small Group Leader Mentoring
Peer to Peer Facilitation
Community Collaboration

Learner's need to know · Learner's self-concept · Learner's prior experience · Learner's readiness to learn · Learner's orientation to learning · Learner's motivation to learn

56M & 56A FOUNDATIONS:
Identity
Leadership
Leader Development
Mission Focused

WHAT IS ADDIE?
ADDIE is the Army's instructional systems design (ISD) for training development. The process encompasses five phases – analysis, design, development, implementation and evaluation. Evaluation, however, is continuous in all steps.

ANALYSIS: Analysis is the cornerstone for leaders to identify the who, what, when, where, why, and how of training development.
NEED FOR TRAINING · PERSONNEL TRAINED · CRITICAL TASKS

DESIGN: The design phase determines when, where, and how instruction takes place, while identifying resourcing requirements.
COURSE SEQUENCE · STANDARDS OUTCOME · PERFORMANCE MEASURES · RESOURCE REQUIREMENTS

EVALUATION: Evaluation occurs throughout all phases and provides the necessary feedback to the decision maker to determine how well the training takes place, how personnel and units perform, and what improvements need to be made to enhance training.

DEVELOPMENT: The development phase validates training and education products.
WRITE MATERIAL · PRODUCE MEDIA · VALIDATE MATERIAL/ TESTS · INSTRUCTOR PREP · FACILITIES

IMPLEMENTATION: Implementation is the execution and delivery of the designed course/ event.
SCHEDULE TRAINING · DISTRIBUTE MATERIAL · TRAIN/ EDUCATE STUDENTS · ADMINISTER TESTS · COUNSEL STUDENTS

MEANS (Resources to Apply Via Ways)

Cadre / Staff

Best People

Courses

Best Instruction

Resourcing

Best Funding & Facility

Living the Call Fiercely . . . By Forging Servant Leaders . . . For God & Country!

COURSES OFFERED

Religious Affairs Specialists / NCOs
- Advanced Individual Training Course (AIT)
- Advanced Leaders Course (ALC)
- Senior Leaders Course (SLC)
  - AC/RC Courses offered
- Non-appropriated Fund Clerk Course (FCC)
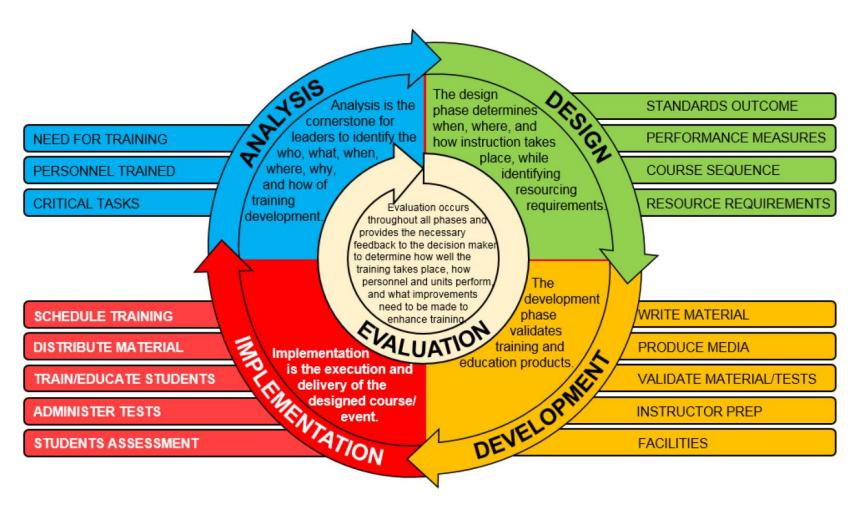- Chaplaincy Resources Manager Course (CRMC)

Chaplains
- Chaplain Basic Officer Leader Course (CHBOLC)
- Chaplain Captain Career Course (C4)
- Chaplain Captain Career Course Reserve Component (C4RC)
- Operational Religious Support Leaders Course (ORSLC)
- Initial Strategic Religious Support Leaders Course (IRSLC)
- Chaplaincy Resources Manager Course (CRMC)

Living the Call Fiercely . . . By Forging Servant Leaders . . . For God & Country!

ADDIE—HOW COURSES ARE DEVELOPED

ANALYSIS

Analysis is the cornerstone for leaders to identify the who, what, when, where, why, and how of training development.

- NEED FOR TRAINING
- PERSONNEL TRAINED
- CRITICAL TASKS

DESIGN

The design phase determines when, where, and how instruction takes place, while identifying resourcing requirements.

- STANDARDS OUTCOME
- PERFORMANCE MEASURES
- COURSE SEQUENCE
- RESOURCE REQUIREMENTS

EVALUATION

Evaluation occurs throughout all phases and provides the necessary feedback to the decision maker to determine how well the training takes place, how personnel and units perform, and what improvements need to be made to enhance training.

DEVELOPMENT

The development phase validates training and education products.

- WRITE MATERIAL
- PRODUCE MEDIA
- VALIDATE MATERIAL/TESTS
- INSTRUCTOR PREP
- FACILITIES

IMPLEMENTATION

Implementation is the execution and delivery of the designed course/event.

- SCHEDULE TRAINING
- DISTRIBUTE MATERIAL
- TRAIN/EDUCATE STUDENTS
- ADMINISTER TESTS
- STUDENTS ASSESSMENT

ADDIE is a five phase process used to organize and guide all learning product development activities. ADDIE is the basis of a systematic, cyclic, iterative approach to conceive, plan, organize, and document all Army learning products…

Centers and schools will use the ADDIE process to ensure effective and efficient production of learning products to meet Army learning needs.

TR 350-70, 4-1

Living the Call Fiercely . . . By Forging Servant Leaders . . . For God & Country!

ADVANCED INDIVIDUAL TRAINING (AIT)

Purpose: AIT completes the transformation of civilian recruits into Religious Affairs Specialists trained in basic religious support.

Summary: AIT is 7 weeks in duration, across 4 modules, with a total of 39 lessons, and trains 29 tasks/competencies, with a total of 258 instructional hours. Course capacity is 30 students.

Scope: Trains and qualifies Soldiers to be Religious Affairs Specialists. The 56M AIT course produces enlisted Soldiers who are capable of providing basic religious support upon arrival at their first assignments. The course introduces religious affairs operations, internal and external religious advisement, mission analysis, tactical operations, response to distressed individuals, religious accommodations, staff operations, support to religious services and joint, interagency, intergovernmental, and multinational environment operations.

ADVANCED INDIVIDUAL TRAINING (AIT)

Module A
Religious Support and Staff Operations
5 TNG Days
29.4 POI Hours

LSN1 Equal Opportunity
LSN2 Army Sexual Harassment Assault and Response Training (SHARP)
LSN3 Risk Management
LSN4 Working Together to Reduce the Risk for Suicide (ACE)
LSN5 Religious Support Fundamentals
LSN6 Chaplain Corp Branch History and Museum Tour
LSN7 Blackboard Introduction
LSN8 Introduction to Army Writing
LSN9 Introduction to Military References
LSN10 Write an Army Memorandum
LSN11 Standard Operating Procedures
LSN12 Critical Thinking
LSN13 Military Briefings

Module B
Religious Support in a Unit Setting
7 TNG Days
57.5 POI Hours

LSN14 Staff Organization and Operations
LSN15 Synchronize Religious Support Activities with the Staff
LSN16 Confidential Communications
LSN17 Referrals
LSN18 Determine the Need of a Prospective Counselee
LSN19 Provide Crisis to a Distressed Individual
LSN20 Accommodate Religious Practices
LSN21 Coordinate Religious Support in the Absence of a Chaplain
LSN22 Regulatory Guidelines within AR 165-1 for APF/NAF
LSN23 Receive an Offering
LSN24 Maintain Chapel Facilities and Properties
LSN25 Provide Support for a Worship Service
LSN26 Organize a UMT Sponsored Event

Module C
Religious Support and Preparation for Deployment
6 TNG Days
49 POI Hours

LSN27 Analyze an Order for Religious Support Requirements
LSN28 Religious Support Planning for a Tactical Environment
LSN29 Religious Support to the Wounded and Dying
LSN30 Memorial Services and Ceremonies
LSN31 Religious Support in Conjunction with Traumatic Event Management Activities (TEM)
LSN32 Introduction to Culture
LSN33 Identifying World Religions
LSN34 Estimate the Impact of Religion and Culture in the Operating Environment (OE)
LSN35 Religious Area Analysis (RAA)//Religious Impact Assessment (RIA)
LSN36 External Advisement: Soldier Leader Engagement

Module D
Religious Support in a Simulated Environment
8 TNG Days
63.2 POI Hours

LSN37 Land Navigation
LSN38 Operational Graphics
LSN39 FBCB2 Operator Training (JCR)
LSN40 Integrate the UMT into a Tactical Formation
LSN41 Religious Support Simulation Exercise

Module E
Capstone STX
8 TNG Days
59 POI Hours

LSN42 Manage Force Protection for the Unit Ministry Team (UMT)
LSN43 Religious Affairs Specialist AIT STX

Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7

Living the Call Fiercely . . . By Forging Servant Leaders . . . For God & Country!

ADVANCED LEADERS COURSE (ALC)

Purpose: To prepare Army Active Duty and Army Reserve Component Religious Affairs Specialists to facilitate religious support operations across the full spectrum of operations as Garrison Unit Ministry Team noncommissioned officers and religious support operations noncommissioned officers at echelons above brigade.

Summary: ALC is 3 weeks and 3 days in duration, across 4 modules, with a total of 29 lessons, and trains 7 tasks/competencies, with a total of 158 instructional hours. Course capacity is 16 students.

Scope: Foundational staff NCO skills, knowledge, and attributes; MOS-specific material including religious support operations, spiritual readiness, and basic human interactions skills.

ALC COURSE MAP

Living the Call Fiercely . . . By Forging Servant Leaders . . . For God & Country!

Module A		Module B	Module C
Leadership **7 TNG Days** **54.1 POI Hours**		**Operations** **3 TNG Days** **25 POI Hours**	**SIMEX** **10 TNG Days** **78.9 POI Hours**
805D-56M3-ADM Conduct ALC Administrative Requirements **805D-56M3-CT** Critical Thinking for Advanced Leaders at the Brigade and Beyond **805D-56M3-LD** Leadership within the Army **805D-56M3-PSV** Army Problem Solving Process for Advanced Leaders at the Brigade and Beyond **805D-56M3-RAA** Religious Area Analysis **805D-56M3-EX1** ALC Module I Exam **805D-56M3-SAV** Administer Staff Assistance Visits to Subordinate Unit Ministry Teams **805D-56M3-ADV** Advise Leaders/Soldiers on the Process of Religious Accommodation **805D-56M3-MH** Military History The Chaplain Assistant Perspective **805D-56M3-ICF** Understanding the Impact of Cultural Factors on Military Operations	**805D-56M3-UMT** Develop UMT Training **805D-56M3-DT** Developing Effective Unit Ministry Teams **805D-56M3-CM** Counseling and Mentoring for Advanced Chaplain Assistant Leaders **805D-56M3-LDD** Leader Development for Advanced Leaders Course **150-1P-0002** Sexual Harassment/Assault Response Prevention (SHARP) Advanced Leader Course (ALC) **805D-56M4-MT** Media Awareness Training **805D-56M3-CR** Conflict Management Styles for Chaplain Assistant Advanced Leaders	**805D-56M3-IF** Manage Information Flow at the Brigade and Beyond **805D-56M3-MT** Monitor Status of Subordinate UMT **805D-56M3-MSU** Maintain Situational Understanding of the Brigade Area of Operations for Religious Support **805D-56M3-DRI** Determine Religious Support Implications of Casualty Volume and Logistics Flow **805D-56M3-EX2** ALC Module II Exam **805D-56M3-MRT** Master Resiliency Training (ALC) **011-NCOA1005** Suicide Prevention (NCOA) (CRM) **805D-56M3-SR** Synchronize Religious Support Activities in a Brigade Area of Operations **805D-56M3-TEM** Traumatic Event Management (TEM) **805D-56M3-CMR** Managing the Command Master Religious Plan (CMRP) at the Brigade and Beyond	**805D-56M3-SIM** Advanced Leaders Course Simulation Exercise (ALC SIMEX) **551-88N30A04** Perform CPOF Duties as a CPOF Operator
Week 1		Week 2	Week 3

SENIOR LEADERS COURSE (SLC)

Purpose: To prepare Army Active Duty enlisted Religious Affairs Noncommissioned Officers (NCOs), with the basic skills needed to manage religious support operations at the Installation level while providing the necessary skills and attributes to lead and train subordinate 56Ms as a Senior Unit Ministry Team NCO.

Summary: SLC is 4 weeks and 3 days in duration, contains 4 modules, with a total of 34 lessons, and trains 8 tasks/competencies, with a total of 204 instructional hours. Course capacity is 16 students.

Scope: Foundational staff NCO skills, knowledge and attributes; MOS-specific material including religious support operations, spiritual readiness, and basic human interaction skills.

SLC COURSE MAP

Module A	Module B	Module C	Module D
Installation **5 TNG Days** **41 POI Hours**	**Operations** **3 TNG Days** **23.5 POI Hours**	**SIMEX** **11 TNG Days** **88 POI Hours**	**Leadership** **4 TNG Days** **31.5 POI Hours**
805D-56M4-CT Critical Thinking	**805D-56M4-TNG** Determine UMT Training Requirements	**805D-56M4-SIM** Senior Leaders Course Simulation Exercise (SLC SIMEX)	**805D-56M4-CF** Understanding the Impact of Cultural Factors on Military Operations
805D-56M4-PS Army Problem Solving	**805D-56M4-EOC** Manage Emergency Operations Center Chaplain Cell	**551-88N30A04** Perform CPOF Duties as a CPOF Operator	**05D-56M4-SAF** Risk Management
805D-56M4-AWS Army Writing Style	**805D-56M4-DSC** Religious Support (RS) In Defense Support for Civil Authorities (DSCA) Missions		**805D-56M40-SG** Examine the Role of the 1SG
805D-56M4-SSB Staff Study	**805D-56M4-JTF** Manage Religious Support Ops at a JTF/JFLCC HQ's		**805D-56M4-ADV** Advise Leaders/Soldiers on the Process of Religious Accommodation
805D-56M4-CI Consolidate the Installation CMRP	**805D-56M4-PRS** Prepare a Religious Support Plan		**805D-56M40-LT** Implement Active Listening Techniques
805D-56M4-NPS Write a Nonpersonal Service Contract	**805D-56M4-MT** Media Awareness Training		**805D-56M40-NP** Noncommissioned Officers Development Program (NCOPD)
805D-56M40-MG Manage the Garrison Chaplain Office			**805D-56M41-NP** Resilience Training for Mid-Grade Leaders (SLC)
805D-56M4-MCP Manage the Garrison Chaplain Property			**805D-56M4-CDI** Capabilities Development Integration Directorate (CDID) Briefing
805D-56M4-MH Military History			**805D-56M4-PPB** Personnel Proponency Brief
805D-56M4-LDD Leader Development for Senior Leaders Course			**805D-56M4-MCP** Senior Leader's Mentorship and Coaching Panel
805D-56M4-CTO Conduct an Inspection of a Chapel Tithe and Offerings Fund (CRM)			**805D-56M-ATB** Army Team Building
805D-56M40-EO Equal Opportunity/SHARP Training			**805D-56M40-NC** NCO Evaluation Report
805D-56M4-ADM Conduct SLC Administrative Requirements			
Week 1	Week 2	Week 3	Week 4

Living the Call Fiercely . . . By Forging Servant Leaders . . . For God & Country!

CHAPLAIN BASIC OFFICER LEADER COURSE (CHBOLC)

Purpose: To transform newly commissioned chaplains and chaplain candidates in the skills and knowledge necessary to effectively perform religious support and staff officer duties at the battalion level.

Summary: CHBOLC is 13 weeks in duration. CHBOLC-A instills Basic Officer Common Core skills and knowledge over 4 weeks. CHBOLC-B contains 3 phases focusing on staff officer and pastoral skills development. With a total of 145 lessons CHBOLC trains 85 tasks over 528 instructional hours. Course optimum capacity is 88 students, maximum capacity is 100.

Scope: Consists of basic skills and knowledge for assigned chaplain duty positions in battalion staff officer responsibilities, basic military skills, administration, basic leadership, management, and branch unique training as battalion chaplains.

Living the Call Fiercely . . . By Forging Servant Leaders . . . For God & Country!

CHAPLAIN BASIC OFFICER LEADER COURSE (CHBOLC)

CHBOLC-A Module 1 5 TNG Days 35 POI Hours	CHBOLC-A Module 2 5 TNG Days 35 POI Hours	CHBOLC-A Module 3 5 TNG Days 35 POI Hours	CHBOLC-A Module 4 5 TNG Days 35 POI Hours
805D-LO15001 Apply customs, courtesies, and traditions of the service **805D-071T6904** Drill and Ceremonies **805D-BOLCTLP1** Troop Leading Proc. **805D-56A6O05** Lawful Authority of the Chaplaincy **805D-CZAEOS03** Equal Opportunity **805D-2500** Identify Joint Force Structures and Organization of the Army **805D-56A6O03** Introduction to Blackboard Learning Platform **805D-BT191061** Level I Antiterrorism **805D-MCLP1010** Mission Command for Junior Leaders **805D-BT805355** PRT- Climbing Drill 1 **805D-BT805352** PRT- Conditioning Drill 1 **805D-BT805353** PRT- Conditioning Drill 2 **805D-BT805342** PRT- Execution of Physical Readiness Training (PRT) **805D-BT805347** PRT- Four for the Core **805D-BT805348** PRT- Hip Stability Drill **805D-BT805354** PRT- Military Movement Drill **805D-BT805345** PRT- Preparation Drill **805D-MF2X233R** PRT- Recovery Drill **805D-MF2X241R** PRT- Shoulder Stability Drill **805D-56A6PD03** Introduction to Worship in the Military Context **805D-56A6CW1** Wear and Appearance of the Uniform - MOD 1: ACU/OCP **805D-LO14009** Communicate in Writing	**805D-56A6SC03** Role of the Staff Officer **805D-HSBOGS37** Mitigate Risk of Suicide **805D-0104** Implement the Army's Sexual Harassment/Assault Response and Prevention Program (SHARP) - BOLC-B **805D-LO13003** Communicate the Basic Concept of Army Leadership Doctrine **805D-91AB31O** Conduct Maintenance Operations at the Company Level (PMCS) **805D-371-1050** Implement Operations Security Measures **805D-BT805033** Negotiate Confidence Tower (Victory Tower) **805D-C1019** React to Chemical, Biological, Radiological, and Nuclear Attack or Hazard **805D-56A6OR1** Religious Support Overview - MOD 1: Chaplain Activities in the US Army AR 165-1 **805D-R-1000** Risk Management Processes to Individual and Teams **805D-BT071002** Team Development Course **805D-56A6PD07** Conduct Religious Service in Unified Land Operations (Field Services)	**805D-1331** Employ Military Justice **805D-BOLCCC** Communication by Tactical Radio WT **805D-BOLUCSUOT** Employ Small Unit Operations and Tactics **805D-081T1001** First Aid - Evaluate a Casualty (Tactical Combat Casualty Care) **805D-081T1032** First Aid - Perform First Aid for a Bleeding and/or Severed Extremity **805D-081T1007** First Aid - Perform First Aid for Burns **805D-081T1003** First Aid - Perform First Aid to Clear an Object Stuck in the Throat of a Conscious Casualty **805D-081T1026** First Aid - Perform First Aid to Open Chest Wound **805D-081T1005** First Aid - Perform First Aid to Prevent or Control Shock **805D-081T1023** First Aid - Perform First Aid to Restore Breathing and/or Pulse **805D-081T0101** First Aid - Request Medical Evacuation **805D-081T1046** First Aid - Transport a Casualty **805D-BT071028** Move Under Direct Fire (Night Infiltration Course) **805D-56A6NAV** Navigate from One Point to Another (WT)Land Navigation (Day Night) **805D-56A6O06** Non-Combatant Status of the Chaplain **805D-081T1053** Practice Individual Preventive Medicine Countermeasures **805D-56A6OR2** Introduction to FM 1-05 **805D-56A6CW2** Wear and Appearance of the Uniform - MOD 2: ASU **805A-56A6JER** Joint Ethics Regulation	**805D-56A6O04** Chaplain Branch Personnel Proponency and Components Overview **805D-100-1000** Comprehend Membership in the U.S. Army Profession **805D-LO13012** Correlate a Leader's Role in Character Development with Values and Professional Obligations **805D-LO17003** Counsel a Subordinate **805D-LO17015** Develop an Effective Team **805D-LO17012** Develop Subordinates **805D-CZAISS05** Recommend Administrative and Personnel Actions **805D-ORLMC010** Solve Problems Using the Military Problem Solving Process **805D-56A6800** Soldier 2020 **805D-LO16006** Think Critically and Creatively **805D-56A6LD10** CIMT Peer Evaluations
Weeks 1	Week 2	Week 3	Week 4

CHAPLAIN BASIC OFFICER LEADER COURSE (CHBOLC)

CHBOLC-B
Phase 1
10 TNG Days
72 POI Hours

805D-701-0011 Fundamentals of the Operations Process
805D-56A6-SC01 Unified Land Operations
805D-701-0021 MDMP
805D-TCC1501A Integrate and Apply Cultural Considerations in an Engagement
805D-56A6AC02 Self Awareness and Soldier Leader Engagement
56A6AC01 Analyze Religion in the Operational Environment
805D-56A6OR3 Describe RS to Homeland Defense and Civil Support Operations
805D-56A6AC02 Identify the Impact of Pluralism on Religious Support
805D-56A6OR6 Plan Religious Support at the Battalion Level
805D-RTO01008 Apply Resilience Skills and Competencies Using the ATC Model
805D-RTO01009 Apply Resilience Skills and Competencies Using the Avoid Thinking Traps Concept
805D-RTO01010 Apply Resilience Skills and Competencies Using the Detect Icebergs Concept
805D-RTO01011 Apply Resilience Skills and Competencies Using Mental Games
805D-RTO01012 Apply Resilience Skills and Competencies Using Problem Solving
805D-56A6PD04 Basic Communication and Preaching Skills
150-0104/1 Implement the Army's SHARP Program (w/ Got Your Back)
805D-56A6SR01 Conduct a Spiritual Fitness Event

BOLC-C05 Conduct Transportation Operations at the Company Level (ELO A)
56A-6301 Provide UMT Deployment Cycle Support
805D-56A6CH01 History of the Army Chaplaincy
805D-56A6FTW Conditioning Obstacle Course (Fit-to-Win)
805D-56A6LD11 Phase I Peer Evaluations

CHBOLC-B
Phase 2
18 TNG Days
132 POI Hours

805D-56A6PD01 Conscientious Objector Status
805D-56A6AC03 Advise Command on Religious Accommodations
805D-LO14003 Communicate Effectively at the Direct Leadership Level
701L-200-1000 Apply Concepts of Army Professionals to Leader Situations
805D-181-1431 Conduct Small Unit Operations According to the Law of War
805D-56A6LD04 Just War Tradition
805D-56A6LD05 Moral Implications of Combat
805D-56A6LD02 Promote Moral Development
805D-56A6LD01 Advise Leaders on Ethical Issues
805D-56A6PD26 Honor the Fallen Introduction
805D-56A6PD31 Perform the Chaplain's Responsibilities During Casualty Notification
805D-56A6PD06 Delivering Memorial & Funeral Messages
805D-56A6PD27 Conduct a Military Memorial Ceremony

805D-56A6PD28 Military Memorial Services
805D-56A6PD30 Conduct a Military Graveside Funeral
805D-56A6PD08 Develop Pastoral Counselor Identity
805D-56A6PD09 Develop Emotional Intelligence
805D-56A6PD10 Apply Principles of Confidential Communication
805D-56A6PD11 Assess Potential Counselees
805D-56A6PD12 Refer Counselees to Appropriate Agencies
805D-56A6PD13 Perform Basic Counseling
805D-56A6PD15 Essentials of Systemic Family Counseling
805D-56A6PD19 SYMBIS Certification
805D-56A6PD16 Conduct Solution Focused Counseling
805D-56A6PD17 Conduct Parenting Training
805D-56A6PD18 Provide Pastoral Care for Victims of Domestic Violence & Sexual Assault
805D-56A6PD20 Provide Religious Support to Combat Stress Casualties
805D-56A6PD21 Perform Pastoral Crisis Counseling
805D-56A6PD22 Perform Pastoral Grief Counseling
805D-56A6PD25 Provide Religious Support to a Wounded or Dying Individual
805D-56A6PD24 Provide RS in conjunction with TEM support activities
805D-56A6SC02 Apply Operational Terms and Graphics
805D-56A6OR4 JCR Operator Training
805D-551-BOLC Conduct Convoy Operations Overview
805D-56A6CH04 Battlefield Staff Ride
805D-56A6PD12 Phase 2 Peer Evaluations

CHBOLC-B
Phase 3
17 TNG Days
189 POI Hours

805D-56A6O11 Media Engagement Training
805D-56A6CMAB CAPSTONE Mission Analysis Brief
805D-56A6LD13 Risk Management (CRM) Branch Specific Training Module
101-92YFOPA Comply with the Fundamentals of Property Accountability
805D-91AB31O Conduct Maintenance Operations at the Company Level (PMCS)
805D-56A6CFTX CAPSTONE FTX
805D-56A6ATSP Army Traffic Safety Program (DL)
805D-56A6PD14 Perform Pastoral Counseling
129-D3S-0100 Identify impacts of Denied, Degraded, Disrupted Space Operational Environment (D3SOE) on Army Operations
112-BOLC1 Cyber Electromagnetic Activities
805D-56A6SR02 Spiritual Resilience and Formation Practicum
805D-CRM-LSN Religious Support Resource Management
805D-56A6LD13 End of Course Peer Evaluations
805D-56A6PD23 Perform Suicide Risk Assessment and Intervention (ASIST)
805D-LO15003 Transition into a Direct Leadership Position
805C-CZAEOS03 Equal Opportunity Program Training New Leader Level III
805D-56A6O13 Dining Out

| Weeks 5-6 | Weeks 7-10 | Weeks 10-13 |

CHAPLAIN CAPTAIN CAREER COURSE (C4-H) (STARTS 1 OCT 19)

Purpose: To further develop the battalion chaplain's understanding of Army organizations, operations and procedures. Course content focuses on integrating the Chaplain Corps' two required capabilities within the operations process in order to provide religious support and to advise the commander and integrate within a battalion or brigade staff.

Summary: C4-H is a 2-Phase course consisting of a Distributed Learning Phase of 75 hours of content and a two-week residential phase. Phase One has 31 lessons within five modules (subject areas). Class capacity is 48 students per course, with four classes per year. Upon completion of Phase 1 (DL), phase 2 has 24 lessons within five modules (subject areas). Phase 2 class capacity is 48 students, with four classes per year.

Scope: Advanced skills and knowledge supporting the performance of critical tasks for battalion and brigade chaplain religious leader and staff officer responsibilities. Trains leadership, ethics, administration, staff supervision of ministry in the military environment, operations process, appropriated and non-appropriated funds management, and other branch technical and professional core tasks. This Distributed Learning Phase 1 is web-based training delivered through Blackboard. Phase 2 is scenario-driven small group instruction conducted in residence at USACHCS.

Living the Call Fiercely . . . By Forging Servant Leaders . . . For God & Country!

CHAPLAIN CAPTAIN CAREER COURSE (C4-H)

Phase 1.1
Army Profession

AP110:	Army Profession	3 hrs
L120:	Leader Doctrine	4 hrs
L130:	Critical Thinking	4 hrs
AP140:	Army Ethics	3 hrs
L161:	Write Effectively	3 hrs
L160:	Communications	3 hrs
AP160:	Lead in Orgs	3 hrs
AP170:	Exert Influence	3 hrs
AP180:	Counseling	3 hrs

9 Lessons, 29 Hours
9 Exams (900 Points)

Phase 1.2
Mission Command

MC111:	BCT Capabilities	2 hrs
MC112:	Mission Command	3 hrs
MC115:	Art of Command	2 hrs
MC117:	Framing the OE	3 hrs

4 Lessons, 10 Hours
4 Exams (400 Points)

Phase 1.3
Operations

O501:	Doctrine Found	4 hrs
O502:	Stability Opns	2 hrs
O503:	Tactical Logistics	3 hrs
O504:	Offensive Opns	2 hrs
O505:	Defensive Opns	2 hrs
O506:	DSCA	2 hrs
O507:	Joint Operations	2 hrs
O510:	Law of War	2 hrs

8 Lessons, 19 Hours
8 Exams (800 Points)

Phase 1.4
Operations Process

OP111:	Opns Process	4 hrs
OP112:	CP Operations	3 hrs
OP121:	MDMP	4 hrs

3 Lessons, 11 Hours
3 Exams (300 Points)

Phase 1.5
Unit Training Management

T111:	Unit Tng Mgmt I	6 hrs

1 Lesson, 6 Hours
1 Exam (100 Points)

Phase 1 DL

25 Lesson, 75 Hours
25 Exams (2500 Points)

Phase 2
In Residence

AP200: Army Profession	5 hrs
MC200: Mission Command	5 hrs
O200: Operations	5 hrs
OP200: Operations Process	5 hrs
T200: Unit Training Management	6 hrs
End of Course Exam	4 hrs
RAA & RIA	**3 hrs**
External Advisement (SLE)	**3 hrs**
Religious Accommodation	**3 hrs**
DRGL	**1 hr**
Professional Ethic of Chaplain	**3 hrs**
Moral and Ethical Leadership	**3 hrs**
Phil. Foundations of Ethics	**3 hrs**
Basic Pastoral Supervision	**4 hrs**
Pastoral Care for Victims of Abuse	**2 hrs**
Sacred Communication	**3 hrs**
Supervising Sacred Coms	**4 hrs**
Resource Management	**3 hrs**
SGL	**5 hrs**
RS to Ops Process	**5 hrs**
Lawful Authority	**2 hrs**
Admin	**3 hrs**

<u>20 Lesson, 80 Hours</u>
1 Exam- Common Core (300 Points)
3 Papers- AP200, MC200, RIA/RAA (300 Points)
3 Briefs-O200, OP200, T200 (300 Points)
APFT (100 Points)
Total Phase 2 Points- 1000

4 month limit to complete DL

2 Weeks in Residence

Living the Call Fiercely . . . By Forging Servant Leaders . . . For God & Country!

CHAPLAIN CAPTAIN CAREER COURSE (C4-RC)

Purpose: To further develop the battalion chaplain's understanding of Army organizations, operations and procedures. Course content focuses on integrating the Chaplain Corps' two required capabilities within the operations process in order to provide religious support and to advise the commander and integrate within a battalion or brigade staff.

Summary: C4RC is a 2-Phase course consisting of a Distributed Learning Phase of 75 hours of content and a two-week residential phase. Phase One has 31 lessons within five modules (subject areas). Class capacity is 16 students per course, with six classes per year. Students have one year to complete Phase 1. Phase 2 has 24 lessons within five modules (subject areas). Phase 2 class capacity is 25 students, with four classes per year.

Scope: Advanced skills and knowledge supporting the performance of critical tasks for battalion and brigade chaplain religious leader and staff officer responsibilities. Trains leadership, ethics, administration, staff supervision of ministry in the military environment, operations process, appropriated and non-appropriated funds management, and other branch technical and professional core tasks. This Distributed Learning Phase 1 is web-based training delivered through Blackboard. Phase 2 is scenario-driven small group instruction conducted in residence at USACHCS.

Living the Call Fiercely . . . By Forging Servant Leaders . . . For God & Country!

CHAPLAIN CAPTAIN CAREER COURSE (C4-RC)

Phase 1
Leadership Module
3 TNG Days
21 POI Hours

L1F Army Leadership Doctrine
L1L Developing Leaders: Counseling
L1B The Army OER System
L1N Resiliency Training for Mid-Grade Leaders
L1A Think Creatively and Critically
L1E Conflict Management
L1C Soldier 2020: Gender Integration
L1M Analyze the Variables to Creating a Positive and Ethical Climate
L1K Military Ethics and the Chaplain

Phase 1
Staff and Operations
5 TNG Days
38 POI Hours

S1F Write Effectively
S1C Staff Officer Briefing
S1M Unit Ministry Team Training Management
S1Q Fundamentals of Doctrine and Operations
S1R Foundations of Unified Land Operations
S1S Decisive Action: Offense
S1T Decisive Action: Defense
S1U Defensive Action: Stability Operations
S1V Decisive Actions: DSCA
S1W Tactical Logistics
S1X Joint Operations
S1P Mission Command
S1G Command Post Organization and Operations
S1H The MDMP
S1A Framing the Operational Environment
S1B Law of Armed Conflict

Phase 1
Religious Support
.5 TNG Days
4 POI Hours

R1M Lawful Authority of the Chaplain Corps
R1J Non-Combatant Status of the Chaplain

Phase 1
Pastoral Skills
1 TNG Days
9 POI Hours

P1C Confidential Communications
P1D Basic Supervision of Pastoral Counselors
P1H Emotional Intelligence and Advanced Empathy

Phase 1
Across Cultures
.5 TNG Days
3 POI Hours

A1B Culture and its Impact on Military Operations

Phase 2
In Residence
10 TNG Days
40 POI Hours

A2A External Advisement
L2F Army Leadership Doctrine
A2C Internal Advisement: Religious Accommodation
L2L Developing Leaders: Counseling, Coaching, Mentoring
A2D RAA & RIA
A2D Extend and Exert Influence
L2M Army Professional Ethic
L2N Moral and Ethical Leadership
L2C Army Writing
L2E Staff Officer Briefing
R2M Lawful Authority of the Army Chaplaincy
R2E Religious Support for HD/DSCA
S2J Mission Command and Knowledge Management
R2X SIMEX
P2A Emotional Intelligence & Advanced Empathy
P2F Sacred Communication
L2O Personnel Management DACH
L2B The Army OER System
L2K Critical Thinking
L2J Small Group Formation and Professional Development
S2M Oversee UMT Training Management
S2N Resource Management
S2D Historical Battle Analysis
S2F Staff Ride

52 Week limit to complete Distance Learning	2 Weeks in Residence

Living the Call Fiercely . . . By Forging Servant Leaders . . . For God & Country!

OPERATIONAL RELIGIOUS SUPPORT LEADERS COURSE (ORSLC)

Purpose: To broaden the field grade chaplain's understanding of Army organizations, operations and procedures. Course content emphasizes planning, preparing, executing, and assessing training for a Brigade Combat Team (BCT). This integrated knowledge is exercised in the joint, interagency, intergovernmental, and multinational (JIIM) environment utilizing the DATE 2.2 operational training scenario.

Summary: ORSLC is 2 weeks in duration, containing 3 modules, a total of 17 lessons, 4 tasks, and a total of 75 instructional hours. Course capacity is 21 students serving all 3 COMPOs.

Scope: Advanced skills and knowledge supporting the performance of critical tasks for chaplain Major staff officer responsibilities: supervise the command master religious program, implement Unit Ministry Team (UMT) training in the brigade, determine UMT training requirements, perform UMT functions and manage the delivery of religious support in the BCT and in the JIIM environment.

OPERATIONAL RELIGIOUS SUPPORT LEADERS COURSE (ORSLC)

Module A	Module B	Module C
Maintaining and Fostering Chaplain Identity 3 TNG Days 26 POI Hours	**Army Force Management** 3 TNG Days 20 POI Hours	**Religious Support Operations in the JIIM Environment** 4 TNG Days 29 POI Hours
805D-56A7-INT Introduction to the Operational RS Leader Course **805D-56A7-CID** Analyze Chaplain Identity **805D-56A7-IPC** Chaplain Identity and Pastoral Care **805D-56A7-ETH** Strategic Ethics **805D-56A7-HSU** Advanced Sacred Communications Supervision **701-C111** Adult Learning and Collaboration through Individual and Team Research and Preparation	**134-100-B02** Why Force Management **134-100-E01.2** Development (Total Army) **134-100-E01.3** Force Development (CMD Plan) **134-100-E01.4** Force Development Concept Plan **134-100-H01** DOD Army Planning Budgeting **134-100-H04** AFMS Stationing **134-100-E02** Force Development Systems **134-100-F01** AFMS Manning the Force **134-100-I01** Assess/Integrate the Organization **805D-56A7-AFM** Army Force Management Education and Training **805D-56A7-MFR** Manage Material and Fiscal Responsibilities CRM **805D-56A7-WOG** OCCH Grants	**805D-56A7-DOC** Doctrine Update **805D-56A7-S20** Soldier 2020: Gender Integration **805D-56A7-IRI** Indigenous Religions and External Advisement **805D-56A7-DEA** Design External Advisement for Command (RAA/RIA) **805D-56A7-RSO** Religious Support Operations in a Joint, Interagency, Intergovernmental, and Multinational (JIIM) Environment **805D-56A7-LGM** Leading Garrison Ministry **701-C414-R** Decisive Action-Homeland Defense (HD) and Defense Support of Civil Authorities (DSCA)-CRM **805D-56A7-DAT** Develop a Religious Support Training Plan
Week 1		Week 2

Living the Call Fiercely . . . By Forging Servant Leaders . . . For God & Country!

INITIAL STRATEGIC RELIGIOUS SUPPORT LEADERS COURSE (ISRSLC)

Purpose: To train and educate chaplains in the rank of lieutenant colonel in the skills and knowledge required for the science of religious support leadership in senior strategic assignments.

Summary: ISRSLC is 2 weeks in duration, containing 4 modules, a total of 29 lessons, trains 25 competencies, and a total of 79 instructional hours. Course capacity is 22 students serving all 3 COMPOs.

Scope: The course emphasizes effective initial strategic leadership, specific skills and competencies required of senior chaplain leaders in operational assignments serving in operational and garrison environments. The professional military education is structured to design, acquire, build and improve the force with the necessary skill set to lead Unit Ministry Teams in accordance with the Army Operating Concept (AOC 2025). The instructional design will focus on principles of Army Learning Model (ALM) and multiple solution approaches.

INITIAL STRATEGIC RELIGIOUS SUPPORT LEADERS COURSE (ISRSLC)

Module A Develop Senior Leaders 2 TNG Days 14 POI Hours	Module B Army Force Management 3 TNG Days 26 POI Hours	Module C Coordinate Force Management and Religious Support Resources 2 TNG Days 15 POI Hours	Module D Coordinate Religious Support 3 TNG Days 24 POI Hours
701-C111 Adult Learning and Collaboration through Individual and Team Research and Preparation **805D-56A8-LTC** Introduction to the Initial Strategic Religious Support Leader Course **805D-56A8-SLC** Senior Leader Care Approaches	**805D-56A8-DRS** Design RS in 2030 **805D-56A8-PER** Acquire RS Leaders for 2030 **805D-56A8-BRS** Build RS Leaders for 2030 **805D-56A8-IRS** Improve RS Leaders for 2030 **134-100-E02** Total Army Analysis **134-100-F01** Manning the Force **134-100-E07** Command Plan Process **134-FMS-B02** Why Force Management? **134-100-E01** Organizational Design and Development **134-100-I01** Organization Integration/ Organization Assessments **134-100-H02** Army Planning, Programming, Budgeting, and Execution (PPBE) Process **134-100-E10** Force Management Systems and FMSWeb **134-100-C03** Concepts Development & Experimentation (CD&E) / PE	**805D-56A8-EA** External Advisement: Interoperability **805D-56A8-IA** Internal Advisement: Morality and Ethics **805D-56A8-SV** Strategic Vision **805D-56A8-TNR** Force Management: Training & Readiness **805D-56A8-LD** Senior Chaplain Leader Development **805D-56A8-RWA** Religion and Security in World Affairs **805D-56A8-SMC** Supervising with Mission Command (Casting Vision)	**805D-56A8-CRM** Logistics, Information and Finance Training (LIFT) **805D-56A8-GRS** Supervising the Leadership of Garrison Ministry **805D-56A8-NGR** Religious Support Operations Readiness (Compo 2 & 3 RS Operations) **805D-56A7-RSO** Religious Support Operations in a Joint, Interagency, Intergovernmental, and Multinational (JIIM) Environment **805D-56A8-CTH** Critical and Creative Thinking at a Strategic Level
Week 1		Week 2	

Living the Call Fiercely . . . By Forging Servant Leaders . . . For God & Country!

NON-APPROPRIATED FUND CLERK COURSE (FCC)

Purpose: To train and educate non-appropriated (NAF) Chapel Tithes and Offering Fund (CTOF) Technicians or Clerks capable of providing basic fiscal and material management administrations in support of the Command Master Religious Program (CMRP) immediately upon arrival to their unit of assignment.

Summary: FCC is 2 weeks in duration, contains 3 modules, with a total of 26 lessons, and trains 8 tasks, with a total of 75 instructional hours. Course capacity is 22 students.

Scope: Soldiers will demonstrate these core capabilities: process purchase requests, record inflows and outflows, match government purchase card transactions, conduct CTOF inspections, issue detailed income records, submit accounting documents to Defense Finance and Accounting Services Non Appropriated Fund Instrumentalities, report on CMRP performance, execute NAF contracting procedures, prepare financial statements, and maintain records in accordance with Army Records and Information Management System standards.

NON-APPROPRIATED FUND CLERK COURSE (FCC)

Module A Functional Knowledge 2 TNG Days 13 POI Hours	Module B Chaplain Corps Income Procurement System 6 TNG Days 47 POI Hours		Module C Reporting Internal Controls, and Administrative Activities 2 TNG Days 15 POI Hours
805D-FCC-LSN1 Critical Thinking for Chaplaincy Resource Management Professionals **805D-FCC-LSN2** Fiscal Law **805D-FCC-LSN3** Uniqueness of the Chaplaincy Tithe and Offering Fund (CTOF) **805D-FCC-LSN4** Ethics for Fund Clerks **805D-FCC-LSN5** Regulations that Govern the Particular Duties and Work of the Chaplain Resource Manager, Fund Manager, and Fund Clerk **805D-FCC-LSN6** CTOF Baseline Operating Procedures	**805D-FCC-LSN7** Assist in the preparation of the CMRP **805D-FCC-LSN8** Defense Financial Accounting Service (DFAS) NAFI 101 **805D-FCC-LSN9** Chaplain Corps Income and Procurement System CHIPS (101) **805D-FCC-LSN10** Manage an Offering **805D-FCC-LSN11** Record Inflows (Income) **805D-FCC-LSN12** Submit Financial Data and Information Packets to DFAS NAFI **805D-FCC-LSN13** Office of the Chief of Chaplains Grants	**805D-FCC-LSN14** The NAF/CTOF Government Purchase Card (GPC) Micro Purchase Procedures and Simplified Acquisition Procedures **805D-FCC-LSN15** Process Purchase Order Requests (PORs) by GPC **805D-FCC-LSN16** Process Purchase Order Requests (PORs) by Electronic Fund Transfer (EFT) or Check **805D-FCC-LSN17** Record Outflows (Expenses) **805D-FCC-LSN18** GPC Order Management and Transaction Matching **805D-FCC-LSN19** Purchase Card Online System (PCOLS) **805D-FCC-LSN20** Contract Procedures **805D-FCC-LSN21** Contract Payment	**805D-FCC-LSN22** Use DFAS NAFI's Electronic Document Management (EDM), Online Report Viewing (OLRV), & Mainframe Internet Access Portal (MIAP) systems **805D-FCC-LSN23** Manage APF and NAF Chapel and Religious Support Office Property **805D-FCC-LSN24** Conduct a CTOF Inspection (Chapel Tithes and Offerings Fund) **805D-FCC-LSN25** Chaplaincy Program Budget Advisory Committee **805D-FCC-LSN26** Army Risk Insurance Management Program (RIMP) Insurance **805D-FCC-LSN27** Written and Oral Communication for CRM Professionals
Week 1		Week 2	

Living the Call Fiercely . . . By Forging Servant Leaders . . . For God & Country!

CHAPLAINCY RESOURCE MANAGER COURSE (CRMC)

Purpose: To train and educate Appropriated Funds (APF)/ Non-appropriated Funds (NAF) Chaplaincy Resource Managers to provide basic fiscal and material management administrations immediately upon arrival to their unit of assignment in support of the Command Master Religious Program (CMRP).

Summary: CRM is 2 weeks in duration, containing 3 modules, a total of 25 lessons, 8 tasks, and a total of 76 instructional hours. Course capacity is 22 students.

Scope: Provides foundational knowledge for Chaplaincy Resource Managers and Fund Managers on: critical thinking; the Department of Defense (DoD) and Department of the Army financial management environment; the Planning, Programming, Budgeting, and Execution process and how the DoD allocates its resources; APF, NAF, and Chaplaincy Tithe and Offering Funds; regulations that govern the particular duties and work of the Chaplain Resource Manager, Fund Manager, and Fund Clerk; Fiscal Law, Anti-deficiency Act, Federal Acquisition Regulation, Internal Revenue Service common law rules that define contractor vs. employee or *de facto* employee status; AR 165-1 and DA PAM 165-18; and Chaplaincy Tithe and Offering Fund Baseline Operating Procedures.

Living the Call Fiercely . . . By Forging Servant Leaders . . . For God & Country!

CHAPLAINCY RESOURCES MANAGER COURSE (CRMC)

Module A	Module B	Module C
Functional Knowledge 3.5 TNG Days 27 POI Hours	**Chaplain Corps Income and Procurement System** 4 TNG Days 28.4 POI Hours	**Reporting Internal Controls, and Administrative Activities** 2.5 TNG Days 20.6 POI Hours
805D-CRM-LSN1 Ethics for Chaplaincy Resource Management	**805D-CRM-LSN9** Defense Finance and Accounting Service Non-appropriated Fund Instrumentality (DFAS NAFI) 101	**805D-CRM-LSN18** GPC Order Management and Transaction Matching
805D-CRM-LSN2 Conduct Overview of the Planning, Programming, Budgeting, and Execution (PPBE) Process – CRM	**805D-CRM-LSN10** Chaplain Corps Income and Procurement System CHIPS (101)	**805D-CRM-LSN19** Purchase Card Online System (PCOLS)
805D-CRM-LSN3 Religious Support Requirement Builder and Command Master Religious Support Program (CMRP)	**805D-CRM-LSN11** Manage an Offering	**805D-CRM-LSN20** Contract Procedures
805D-CRM-LSN4 Fiscal Law Applied to CRM	**805D-CRM-LSN12** Record Inflows (Income)	**805D-CRM-LSN21** Contract Payment
805D-CRM-LSN5 Regulations that Govern the Particular Duties and Work of the Chaplain Resource Manager, Fund Manager, and Fund Clerk	**805D-CRM-LSN13** Submit Financial Data and Information Packets to DFAS NAFI	**805D-CRM-LSN22** Use DFAS NAFI's Electronic Document Management (EDM), Online Report Viewing (OLRV), & Mainframe Internet Access Portal (MIAP) systems
805D-CRM-LSN6 Uniqueness of the Chaplaincy Tithe and Offering Fund (CTOF)	**805D-CRM-LSN14** The NAF/CTOF Government Purchase Card (GPC) Micro Purchase Procedures and Simplified Acquisition Procedures	**805D-CRM-LSN23** Conduct a CTOF Inspection (Chapel Tithe and Offering Fund)
805D-CRM-LSN7 CTOF Baseline Operating Procedures	**805D-CRM-LSN15** Process Purchase Order Requests (PORs) by GPC	**805D-CRM-LSN24** Army Risk Insurance Management Program (RIMP) Insurance
805D-CRM-LSN8 Chaplaincy Program Budget Advisory Committee	**805D-CRM-LSN16** Process Purchase Order Requests (PORs) by Electronic Fund Transfer (EFT) or Check	**805D-CRM-LSN25** Report RSO Manpower Requirements
	805D-CRM-LSN17 Record Outflows (Expenses)	
Week 1		**Week 2**

Living the Call Fiercely . . . By Forging Servant Leaders . . . For God & Country!