

Program Authorization: Chaplain candidate officers are Unrestricted Line Officers under instruction as prospective Chaplain Corp (CHC) officers, designator 1945, and serve in the Chaplain Candidate Program. The Chaplain Candidate Program familiarizes graduate students of religion with Professional Naval Chaplaincy (PNC). The Chaplain Candidate Program aids in meeting future year CHC accession requirements for both the Active Component and Reserve Component, designators 4100 and 4105, respectively. Commander, Navy Recruiting Command (CNRC), Chief of Navy Reserve (CNR), and Chief of Chaplains (CNO N097) work together to maximize prospective chaplain gains through this program. BUPERS-316D is the CHC officer community manager (OCM). BUPERS-351G serves as the Reserve CHC OCM.

1. Program Authority: Title 10 U.S. Code sections 12201 through 12208; *The Appointment and Service of Chaplains*, DoD Instruction 1304.28 CH-1 of 8 May 2024; and, *Appointment of Officers in the Chaplain Corps of the Navy*, OPNAVINST 1120.9B of 20 November 2023.

2. Cancellation: Program Authorization 219 of July 2019.

3. Quota: As prescribed by the Deputy Chief of Naval Operations for Personnel, Manpower, and Training, N1.

4. Qualifications: Meet provisions of section 3.7 of DoD Instruction 1304.28 CH-1, sections 1.c through 1.g of enclosure (1) of OPNAVINST 1120.9B, enclosure (2) of OPNAVINST 1120.9B, and the additional requirements set forth in sections 4.a through 4.d of this Program Authorization.

a. Citizenship: Applicants must be U.S. citizens.

b. Age: Applicants must be at least 21 years of age and less than 38 years of age at the time of commissioning as a chaplain candidate officer. Chaplain candidate officers must be eligible for and accept a superseding appointment as an officer in the Chaplain Corps, designator 4100 or 4105, prior to reaching the age limitations set forth in enclosure (1) of OPNAVINST 1120.9B and Program Authorization 110.

c. Duty Preference: Not applicable.

d. Program Specific Requirements:

(1) Ecclesiastical Endorsement: Chief of Chaplains' (CNO N097) office must be in receipt of an applicant's Statement of Ecclesiastical Endorsement (DD Form 2088) from an authorized Religious Endorsing Agent (as specified in DoD Instruction 1304.28 CH-1) verifying that the individual is endorsed to represent the religious organization as a chaplain candidate. Pursuant to DoD Instruction 1304.28 CH-1, Religious Endorsing Agents must submit DD Form 2088s directly to CNO N097.

(2) Curriculum Plan: A curriculum plan demonstrating course requirements and projected completion date must be submitted with the application. In addition, official transcripts must be submitted to the Chaplain Program Accessions (N312) pursuant to guidelines

set forth in *Navy Recruiting Manual Officer*, COMNAVRCRUITCOMINST 1131.J of 25 July 2023. Failure to disclose complete academic transcripts or evidence of tampering in any way will result in disenrollment.

(3) Maintaining Cumulative Grade Point Average (GPA). The educational progress of chaplain candidate officers will be monitored by the Chaplain Candidate Program manager. Participants must maintain a cumulative GPA of at least a 3.0 on a 4.0 scale; failure to do so will result in program probation and possible disenrollment from the program.

(4) Disciplinary Actions: Applicants must disclose any disqualifying adverse matters. Disqualifying adverse matters include: an admission to or conviction for an academic honor code violation, the award of non-judicial punishment, misdemeanor or felony conviction, conviction by a court martial, bankruptcy, or the issuance of a warrant or summons for excessive number of traffic or other legal violations.

5. Age Waivers:

- a. CNRC is the waiver authority.
- b. Age waivers must be approved prior to the convening of the Chaplain Appointment and Retention Eligibility Advisory Group (CARE-AG). CNRC will notify the applicant of waiver status.

6. Accession Source:

- a. Civilians.
- b. Enlisted personnel of any branch of the armed forces (Active or Reserve) provided an appropriate conditional release is authorized.
- c. Commissioned personnel of any branch of the armed forces (Active or Reserve) who are not otherwise eligible for inter-service transfer or superseding appointment, provided conditional release is approved by the member's Service component.

7. Indoctrination:

- a. Selectees must complete Officer Development School (ODS) within 1 year of commissioning.
- b. Chaplain candidate officers must complete PNC – Basic Leadership Course (PNC-BLC) within 24 months of commissioning. Commanding Officer, Naval Chaplaincy School (NCS) may offer PNC-BLC in phases, in which case, NCS will publish the schedule for completion.
- c. Chaplain candidate officers must complete PNC-BLC or the designated minimum phase(s) prior to their first active duty for training (ADT) orders for on-the-job training.

d. Chaplain candidate officers will enroll in Navy e-Learning courses and participate in ADT/OJT opportunities available upon completion of PNC-BLC or designated minimum phase(s).

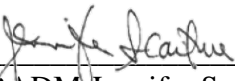
8. Enlistment: Not applicable.

9. Entry Grade Credit: Not applicable.

10. Appointment: Candidates selected for the program will be appointed as an ensign, Unrestricted Line Officer under instruction as a prospective Chaplain Corps officer, designator 1945, in the inactive U.S. Navy Reserves.

11. Service Obligation: Upon meeting the requirements of OPNAVINST 1120.9B and Program Authorization 110, chaplain candidates should accept a commission, if tendered, as a Chaplain Corps officer, designator 4100 or 4105. Chaplain candidate officers who are not offered a direct appointment, and those who do not accept one when offered, will be disenrolled from the Chaplain Candidate Program. Chaplain candidate officers may also be disenrolled from the Chaplain Candidate Program per the parameters set forth in section 4, enclosure (2) of OPNAVINST 1120.9B.

12. Pay and Allowances: Pay and allowances for the pay grade O-1 will be paid for periods when a chaplain candidate officer is attending ODS and NCS and while on ADT orders, unless current law directs otherwise. Longevity for previous military service is creditable for pay purposes.

Approved: 
RADM Jennifer S. Couture
Director, Military Personnel
Plans and Policy (N13)

Date: 6 Feb 2025