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

IN REPLY REFER TO
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Dear Colleagues:

One of the lessons learned from September 11 is to think strategically for future readiness. From homeland defense to international efforts, our Nation and the global community are preparing to deter future attacks. Navy Chaplains are also "thinking strategically for future readiness," which is the focus of Priority Three of our Strategic Plan.

CAPT Al Hill is the action officer for Initiative 3.1: "participate in Sea Services' strategic thinking processes." The CNO's Guidance for 2002 has been reviewed to ensure Chaplain Corps compliance. A complete review of all Chaplain Corps billets is underway by the Manpower and Community Management branch. The purpose of this review is to help identify billets requiring special training and qualifications for future readiness.

CDR Phil Gwaltney is the action officer for Initiative 3.2: "align the Chaplain Corps with the Navy manpower structure based on identified ministry requirements." Major developments within this initiative include the completion of the development of religious ministry team functions and tasks, and the completed testing of RMT operational staffing standards. These efforts strengthen the manpower foundation of our Corps.

LCDR Mark Hendricks is the action officer for Initiative 3.3: "design and implement pastoral care programs in support of future readiness." CDR Charlie Kessler and CDR Diana Meehan are developing religious ministry requirements for Marine Corps Recruiting Districts. Chaplains have already been assigned to two districts. LT Stephen Lee is developing requirements for religious ministry in the Coast Guard.

Chaplains Religious Enrichment Development Operation (CREDO) is the emphasis for Initiative 3.4: "Develop strategies to expand the role of CREDO." LT Emile Moured is researching models to educate all chaplains about CREDO ministries and methodologies. CDR Rick Silveira is overseeing the expanded integration of

CREDO into the CNO's Bearings retention initiative. CDR Mark Jumper is marketing the "Care for the Caregiver" program to health care and other human resource professionals.

Finally, for our professional development, Initiative 3.5 focuses on "review and refinement of appropriate professional paths for chaplains and Religious Program Specialists (RP's) to meet future requirements." LCDR Charlotte Hunter, the action officer, is overseeing numerous objectives: development of a computer-based tracking system to track chaplain and RP training and education; development of formal career paths for chaplains and RPs that allow for specialization; and establishment of a Joint Professional Military Education link on the Chaplain Corps website.

The prophet Nehemiah knew well of the need to plan for future readiness as he led the people in rebuilding Jerusalem's walls. Planning for future readiness is not only a requirement within the Navy, but deeply rooted in our faith traditions.

Barry C. Black

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