



America's Air Force Begins Here

Air Force Chaplain Corps

National Conference on Ministry to the Armed Forces

15 January 2020

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Inspire, Engage & Recruit



Overview



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- Total Force Recruiting
- Competencies
- Accession Process
- Diversity
- Best Practices



Total Force Recruiting



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- Total Force Recruiting: Chaplain Corps leads the way
- Reserve / Active Duty recruiting integration continues
- GOAL: Single point of contact for all AF chaplain options (AD, ANG, Res)



Competencies



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REGULATIONS

- DoDI and AFMAN commissioning requirements

COMPENTENCIES

- AF Recruiting Service
 - Grounding in pastoral identity
 - Team player
 - Coachable
 - Self-awareness and self-discipline



Accession Process



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Chaplain Candidate

- Enrolled in a 72-hour degree program
- Oath by 40

Reserve Chaplain

- Degree completed prior to beginning application
- DD2088 submitted

Active Duty Chaplain

- 2 years ~~post-seminary~~ religious ministry leadership
- DD2088 submitted
- O-3 or below transfers may apply



FY19 Accessions



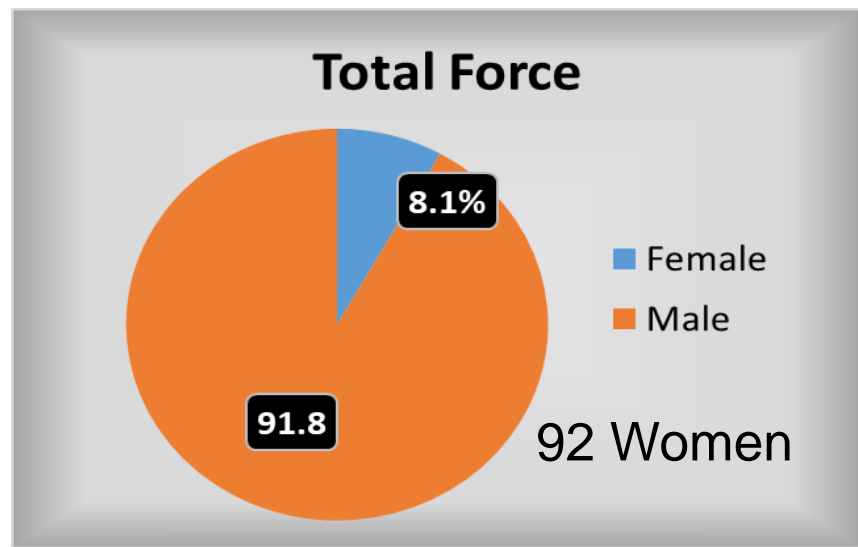
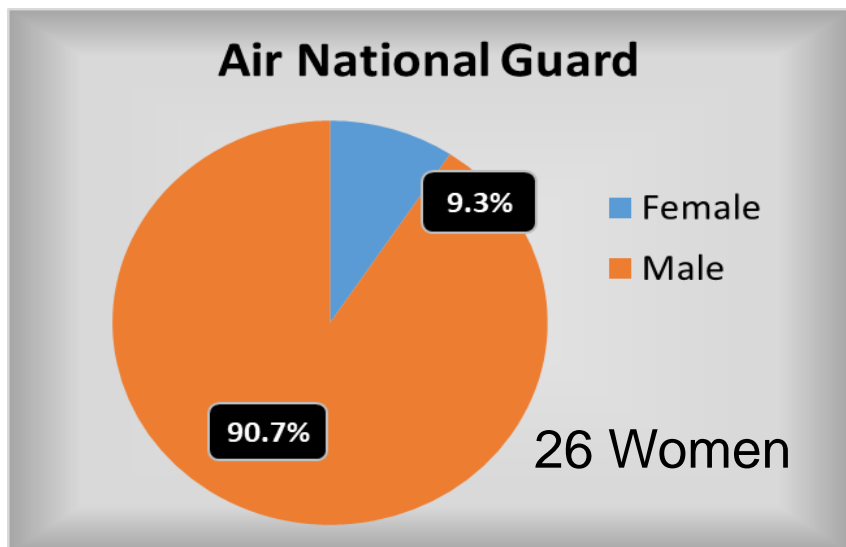
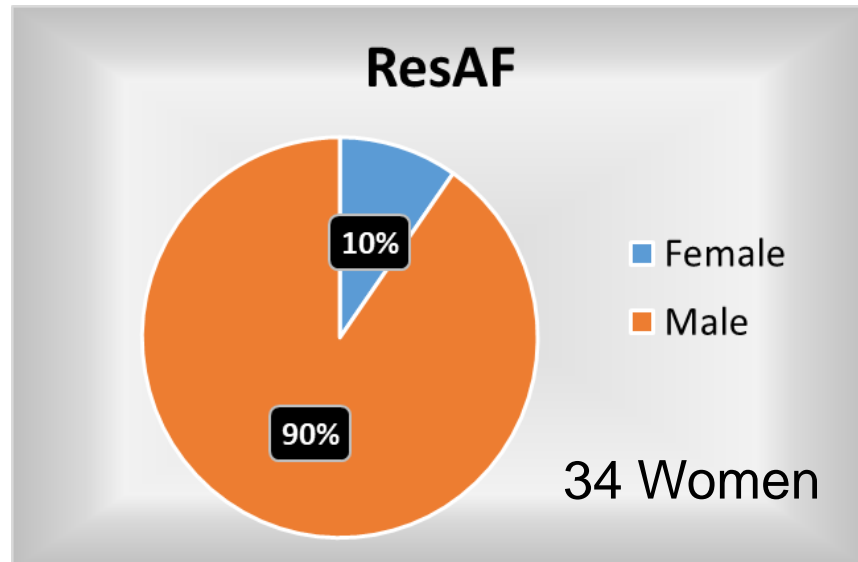
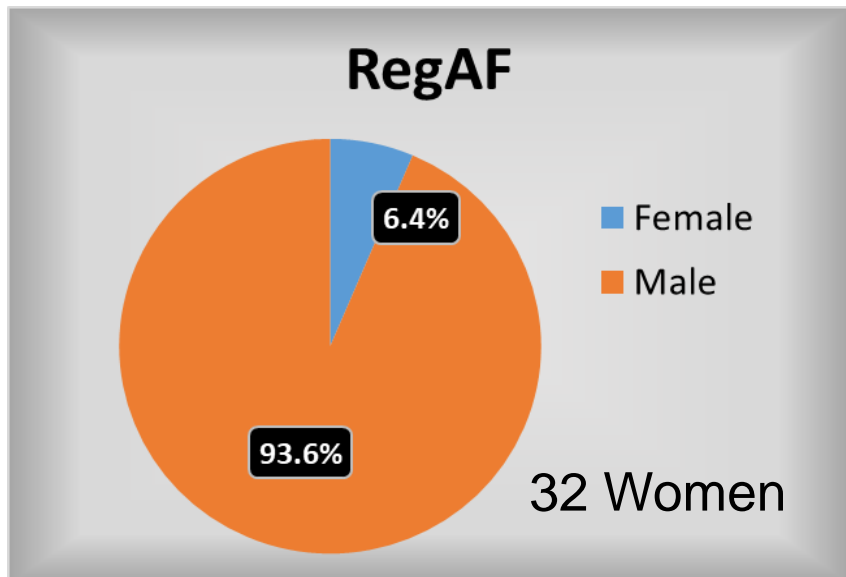
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- Active Duty: **34**
 - AF Reserve provided 15
 - FY20 Goal: 36
- Reserve: **74** ... 10 year high!
 - 53 Chaplains
 - 24 Candidates
- AD & Reserve: **111** chaplains/candidates



Diversity

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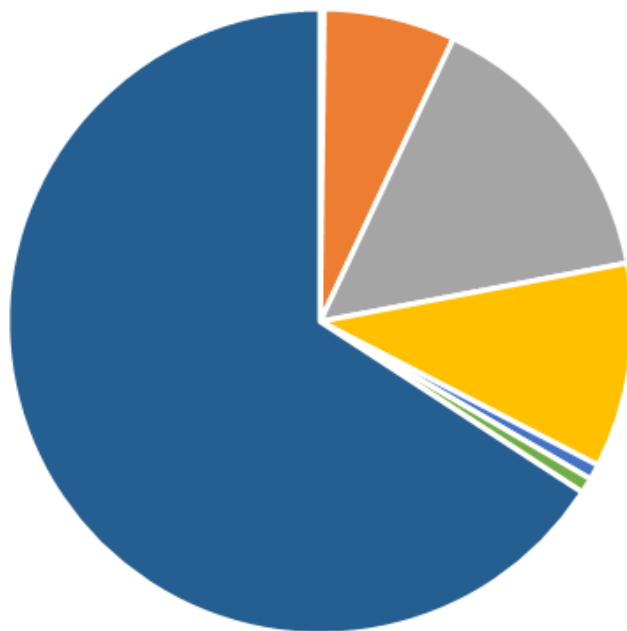




Diversity

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RegAF



- Amer Indian/ Alaskan = 1
- Asian = 34
- Black/African American = 75
- Decline to Respond = 53
- More Than One Race = 4
- Hawaiian/ Pac Islander = 4
- White = 329

- Includes 22 identified as Hispanic or Latino

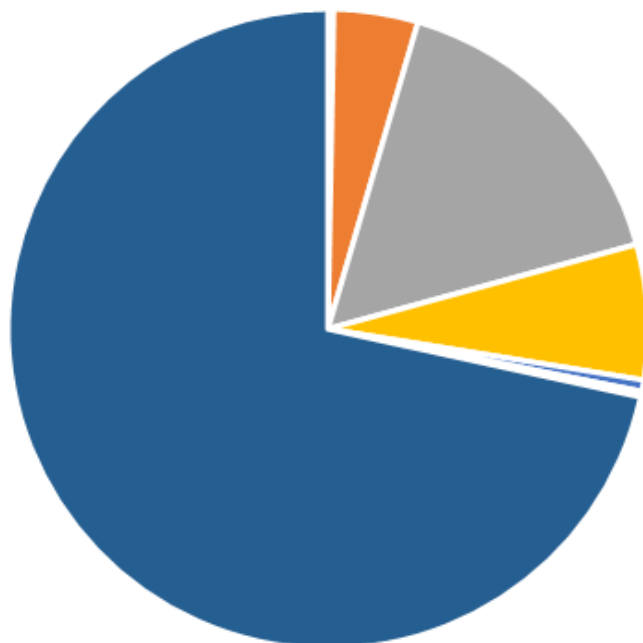
TOTAL: 500



Diversity

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RESERVE



- Amer Indian/ Alaskan = 1
- Asian = 15
- Black/African American = 57
- Decline to Respond = 24
- More Than One Race = 2
- Hawaiian/ Pac Islander = 1
- White = 252

- Includes 12 who identify as Hispanic or Latino

TOTAL: 352



Faith Groups

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FY20 Accessions (as of 18 Dec 19)

RegAF		Reserve	
Catholic	4	Catholic	1
Jewish	0	Jewish	2
LDS	0	LDS	1
Muslim	0	Muslim	0
Orthodox Christian	0	Orthodox Christian	0
Prot - Liturgical	3	Prot - Liturgical	1
Prot - Non Liturgical	12	Prot - Non Liturgical	16



Religious Accommodation



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Pre-Accession Religious Accommodation

- Religious accommodations during initial training must be requested prior to accession
- Regulation stresses “grooming and appearance,” but any religious accommodation may theoretically be requested
- Standard religious accommodation still in place for new requests after initial training
- Requests should be granted when possible



Religious Accommodation



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1. Submit request “in writing” through recruiter
2. Chaplain will interview
3. Chaplain assesses validity of request
 - May recommend approval/disapproval
 - Religious leaders may also submit memos
4. Career Field Manager & Legal make recommendation
5. Approval valid for the Airman’s entire career



Conclusion

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- Send DD2088s for Active Duty to:

afrs.chaplains@us.af.mil

- Send DD2088s for Reserve or Chaplain Candidates to:

afrc.hcx@us.af.mil