• 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)

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

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!
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)
ADDIE—HOW COURSES ARE DEVELOPED

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
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)

<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>5 TNG Days</td>
<td>7 TNG Days</td>
<td>6 TNG Days</td>
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<tr>
<td>29.4 POI Hours</td>
<td>57.5 POI Hours</td>
<td>49 POI Hours</td>
<td>63.2 POI Hours</td>
<td>59 POI Hours</td>
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</tbody>
</table>

### LSNs

- **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
- **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 Counseelee
- **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
- **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
- **LSN37** Land Navigation
- **LSN38** Operational Graphics
- **LSN39** FBCB2 Operator Training (JCR)
- **LSN40** Integrate the UMT into a Tactical Formation
- **LSN41** Religious Support Simulation Exercise
- **LSN42** Manage Force Protection for the Unit Ministry Team (UMT)
- **LSN43** Religious Affairs Specialist AIT STX

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*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

<table>
<thead>
<tr>
<th>Module A</th>
<th>Module B</th>
<th>Module C</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership</td>
<td>Operations</td>
<td>SIMEX</td>
</tr>
<tr>
<td>7 TNG Days</td>
<td>3 TNG Days</td>
<td>10 TNG Days</td>
</tr>
<tr>
<td>54.1 POI Hours</td>
<td>26 POI Hours</td>
<td>78.9 POI Hours</td>
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</tbody>
</table>

## Module A
- **Leadership**
  - 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

## Module B
- **Operations**
  - 805D-56M3-UMT Develop UMT Training
  - 805D-56M3-CT 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-AR Conflict Management Styles for Chaplain Assistant Advanced Leaders

## Module C
- **SIMEX**
  - 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-DRD 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 Trauma Event Management (TEM)
  - 805D-56M3-CMR Managing the Command Master Religious Plan (CMRP) at the Brigade and Beyond

---

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

<table>
<thead>
<tr>
<th>Module A</th>
<th>Module B</th>
<th>Module C</th>
<th>Module D</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Installation</strong>&lt;br&gt;5 TNG Days&lt;br&gt;41 POI Hours</td>
<td><strong>Operations</strong>&lt;br&gt;3 TNG Days&lt;br&gt;23.5 POI Hours</td>
<td><strong>SIMEX</strong>&lt;br&gt;11 TNG Days&lt;br&gt;88 POI Hours</td>
<td><strong>Leadership</strong>&lt;br&gt;4 TNG Days&lt;br&gt;31.5 POI Hours</td>
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<tr>
<td>805D-56M4-CT Critical Thinking</td>
<td>805D-56M4-TNG Determine UMT Training Requirements</td>
<td>805D-56M4-SIM Senior Leaders Course Simulation Exercise (SLC SIMEX)</td>
<td>805D-56M4-CF Understanding the Impact of Cultural Factors on Military Operations</td>
</tr>
<tr>
<td>805D-56M4-PS Army Problem Solving</td>
<td>805D-56M4-EOC Manage Emergency Operations Center Chaplain Cell</td>
<td>551-88N30A04 Perform CPOF Duties as a CPOF Operator</td>
<td>05D-56M4-SAF Risk Management</td>
</tr>
<tr>
<td>805D-56M4-AWS Army Writing Style</td>
<td>805D-56M4-DSC Religious Support (RS) In Defense Support for Civil Authorities (DSCA) Missions</td>
<td></td>
<td>05D-56M4-SPG Examine the Role of the 1SG</td>
</tr>
<tr>
<td>805D-56M4-SSB Staff Study</td>
<td>805D-56M4-JTF Manage Religious Support Ops at a JTF/JFLCC HQ's</td>
<td></td>
<td>05D-56M4-ADV Advise Leaders/Soldiers on the Process of Religious Accommodation</td>
</tr>
<tr>
<td>805D-56M4-CI Consolidate the Installation CMRP</td>
<td>805D-56M4-PRS Prepare a Religious Support Plan</td>
<td>805D-56M4-SIM Senior Leaders Course Simulation Exercise (SLC SIMEX)</td>
<td>805D-56M4-LT Implement Active Listening Techniques</td>
</tr>
<tr>
<td>805D-56M4-NPS Write a Nonpersonal Service Contract</td>
<td>805D-56M4-MT Media Awareness Training</td>
<td>551-88N30A04 Perform CPOF Duties as a CPOF Operator</td>
<td>805D-56M4-NP Noncommissioned Officers Development Program (NCOPD)</td>
</tr>
<tr>
<td>805D-56M4-MG Manage the Garrison Chaplain Office</td>
<td></td>
<td>805D-56M4-SAF Risk Management</td>
<td>05D-56M4-MC4 Resilience Training for Mid-Grade Leaders (SLC)</td>
</tr>
<tr>
<td>805D-56M4-MCP Manage the Garrison Chaplain Property</td>
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<td>805D-56M4-CDI Capabilities Development Integration Directorate (CDID) Briefing</td>
<td>805D-56M4-CDI Capabilities Development Integration Directorate (CDID) Briefing</td>
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<tr>
<td>805D-56M4-MH Military History</td>
<td></td>
<td>805D-56M4-PPB Personnel Proponency Brief</td>
<td>805D-56M4-CDI Capabilities Development Integration Directorate (CDID) Briefing</td>
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<tr>
<td>805D-56M4-LDD Leader Development for Senior Leaders Course</td>
<td></td>
<td>805D-56M4-NC NCO Evaluation Report</td>
<td>805D-56M4-MC4 Resilience Training for Mid-Grade Leaders (SLC)</td>
</tr>
<tr>
<td>805D-56M4-CTO Conduct an Inspection of a Chapel Tithe and Offerings Fund (CRM)</td>
<td></td>
<td></td>
<td>805D-56M4-CDI Capabilities Development Integration Directorate (CDID) Briefing</td>
</tr>
<tr>
<td>805D-56M4-EO Equal Opportunity/SHARP Training</td>
<td></td>
<td></td>
<td>805D-56M4-CDI Capabilities Development Integration Directorate (CDID) Briefing</td>
</tr>
</tbody>
</table>

| 805D-56M4-ADM Conduct SLC Administrative Requirements | | | |
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.
# CHAPLAIN BASIC OFFICER LEADER COURSE (CHBOLC)

<table>
<thead>
<tr>
<th>CHBOLC-A Module 1</th>
<th>CHBOLC-A Module 2</th>
<th>CHBOLC-A Module 3</th>
<th>CHBOLC-A Module 4</th>
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<tbody>
<tr>
<td><strong>5 TNG Days</strong></td>
<td><strong>5 TNG Days</strong></td>
<td><strong>5 TNG Days</strong></td>
<td><strong>5 TNG Days</strong></td>
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<td><strong>35 POI Hours</strong></td>
<td><strong>35 POI Hours</strong></td>
<td><strong>35 POI Hours</strong></td>
<td><strong>35 POI Hours</strong></td>
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</tbody>
</table>

- **805D-LO15001**: Apply customs, courtesies, and traditions of the service
- **805D-071E0904**: Drill and Ceremonies
- **805D-BOLCTLPL1**: Troop Leading Proc.
- **805D-56AEO05**: Lawful Authority of the Chaplaincy
- **805D-CZAE0S03**: Equal Opportunity
- **805D-2500**: Identify Joint Force Structures and Organization of the Army
- **805D-56AEO03**: Introduction to Blackboard Learning Platform

**Weeks**

- **Week 1**
- **Week 2**
- **Week 3**
- **Week 4**

**CHBOLC-BOLC**

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**805D-LO14001**: Communicate in Writing
**805D-56AEC03**: Role of the Staff Officer
**805D-HSBOG3S7**: Mitigate Risk of Suicide
**805D-10104**: Implement the Army's Sexual Harassment/Assault Response and Prevention Program (SHARP) - BOLC-B
**805D-LO13000**: Communicate the Basic Concept of Army Leadership Doctrine
**805D-56AEO03**: Chaplain Branch Personnel Proponency and Components Overview

---

**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-CZAISS05**: Recommend

---

**805D-LO14009**: Communicate in Writing
**805D-56AEC03**: Role of the Staff Officer
**805D-HSBOG3S7**: Mitigate Risk of Suicide
**805D-10104**: Implement the Army's Sexual Harassment/Assault Response and Prevention Program (SHARP) - BOLC-B
**805D-LO13000**: Communicate the Basic Concept of Army Leadership Doctrine
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**805D-HSBOG3S7**: Mitigate Risk of Suicide
**805D-10104**: Implement the Army's Sexual Harassment/Assault Response and Prevention Program (SHARP) - BOLC-B
**805D-LO13000**: Communicate the Basic Concept of Army Leadership Doctrine
**805D-56AEO03**: Chaplain Branch Personnel Proponency and Components Overview
**CHAPLAIN BASIC OFFICER LEADER COURSE (CHBOLC)**

### CHBOLC-B

#### Phase 1
- **10 TNG Days**
- **72 POI Hours**

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>805D-701-001</td>
<td>Fundamentals of the Operations Process</td>
</tr>
<tr>
<td>805D-586-A01</td>
<td>Unified Land Operations</td>
</tr>
<tr>
<td>805D-701-021</td>
<td>MDP</td>
</tr>
<tr>
<td>805D-TCC1901</td>
<td>Integrate and Apply Cultural Considerations in an Engagement</td>
</tr>
<tr>
<td>805D-586-A02</td>
<td>Self Awareness and Soldier Leader Engagement</td>
</tr>
<tr>
<td>56A6AC01</td>
<td>Analyze Religion in the Operational Environment</td>
</tr>
<tr>
<td>805D-586-A03</td>
<td>Describe RS to Homeland Defense and Civil Support Operations</td>
</tr>
<tr>
<td>805D-586-A02</td>
<td>Identify the Impact of Pluralism on Religious Support</td>
</tr>
<tr>
<td>805D-586-A04</td>
<td>Plan Religious Support at the Battalion Level</td>
</tr>
<tr>
<td>805D-RTO1008</td>
<td>Apply Resilience Skills and Competencies Using the ATC Model</td>
</tr>
<tr>
<td>805D-RTO1009</td>
<td>Apply Resilience Skills and Competencies Using the Avoid Thinking Traps Concept</td>
</tr>
<tr>
<td>805D-RTO1010</td>
<td>Apply Resilience Skills and Competencies Using the Detect Icebergs Concept</td>
</tr>
<tr>
<td>805D-RTO1011</td>
<td>Apply Resilience Skills and Competencies Using Mental Games</td>
</tr>
<tr>
<td>805D-RTO1012</td>
<td>Apply Resilience Skills and Competencies Using Problem Solving</td>
</tr>
<tr>
<td>805D-586-ADP04</td>
<td>Basic Communication and Preaching Skills</td>
</tr>
<tr>
<td>150-0104</td>
<td>Implement the Army’s SHARP Program (w/Got Your Back)</td>
</tr>
<tr>
<td>805D-586-ADP01</td>
<td>Conduct a Spiritual Fitness Event</td>
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</tbody>
</table>

#### Phase 2
- **18 TNG Days**
- **132 POI Hours**

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Description</th>
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<tbody>
<tr>
<td>805D-586-ADP01</td>
<td>Conscientious Objector Status</td>
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<tr>
<td>805D-586-A03</td>
<td>Advise Command on Religious Accommodations</td>
</tr>
<tr>
<td>805D-LO14003</td>
<td>Communicate Effectively at the Direct Leadership Level</td>
</tr>
<tr>
<td>701L-200-1000</td>
<td>Apply Concepts of Army Professinals to Leader Situations</td>
</tr>
<tr>
<td>805D-181-1431</td>
<td>Conduct Small Unit Operations According to the Law of War</td>
</tr>
<tr>
<td>805D-586-ADP04</td>
<td>Just War Tradition</td>
</tr>
<tr>
<td>805D-586-ADP05</td>
<td>Moral Implications of Combat</td>
</tr>
<tr>
<td>805D-586-ADP02</td>
<td>Promote Moral Development</td>
</tr>
<tr>
<td>805D-586-ADP01</td>
<td>Advise Leaders on Ethical Issues</td>
</tr>
<tr>
<td>805D-586-ADP06</td>
<td>Honor the Fallen Introduction</td>
</tr>
<tr>
<td>805D-586-ADP31</td>
<td>Perform the Chaplain’s Responsibilities During Casualty Notification</td>
</tr>
<tr>
<td>805D-586-ADP06</td>
<td>Delivering Military &amp; Funeral Messages</td>
</tr>
<tr>
<td>805D-586-ADP27</td>
<td>Conduct a Military Memorial Ceremony</td>
</tr>
</tbody>
</table>

#### Phase 3
- **17 TNG Days**
- **189 POI Hours**

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>805D-586-ADP28</td>
<td>Military Memorial Services</td>
</tr>
<tr>
<td>805D-586-ADP30</td>
<td>Conduct a Military Graveside Funeral</td>
</tr>
<tr>
<td>805D-586-ADP08</td>
<td>Develop Pastoral Counselor Identity</td>
</tr>
<tr>
<td>805D-586-ADP09</td>
<td>Develop Emotional Intelligence</td>
</tr>
<tr>
<td>805D-586-ADP10</td>
<td>Apply Principles of Confidential Communication</td>
</tr>
<tr>
<td>805D-586-ADP11</td>
<td>Assess Potential Counselors</td>
</tr>
<tr>
<td>805D-586-ADP12</td>
<td>Refer Counselors to Appropriate Agencies</td>
</tr>
<tr>
<td>805D-586-ADP13</td>
<td>Perform Basic Counseling</td>
</tr>
<tr>
<td>805D-586-ADP15</td>
<td>Essentials of Systemic Family Counseling</td>
</tr>
<tr>
<td>805D-586-ADP14</td>
<td>SYMBOLS Certification</td>
</tr>
<tr>
<td>805D-586-ADP16</td>
<td>Conduct Solution Focused Counseling</td>
</tr>
<tr>
<td>805D-586-ADP17</td>
<td>Conduct Parenting Training</td>
</tr>
<tr>
<td>805D-586-ADP18</td>
<td>Provide Pastoral Care for Victims of Domestic Violence &amp; Sexual Assault</td>
</tr>
<tr>
<td>805D-586-ADP20</td>
<td>Provide Religious Support to Combat Stress Casualties</td>
</tr>
<tr>
<td>805D-586-ADP21</td>
<td>Perform Pastoral Crisis Counseling</td>
</tr>
<tr>
<td>805D-586-ADP22</td>
<td>Perform Pastoral Grief Counseling</td>
</tr>
<tr>
<td>805D-586-ADP25</td>
<td>Provide Religious Support to a Wounded or Dying Individual</td>
</tr>
</tbody>
</table>

### Weeks 5-6

- **BOLC-C05** Conduct Transportation Operations at the Company Level (ELO A)
- **58-A031** Provide UMT Deployment Cycle Support
- **60SD-586AC01** History of the Army Chaplany
- **80SD-586AFTW** Conditioning Obstacle Course (Fit-to-Win)
- **60SD-586ADL11** Phase 1 Peer Evaluations

### Weeks 7-10

- **80SD-56A6111** Media Engagement Training
- **80SD-56A6CMAB** CAPSTONE Mission Analysis Brief
- **80SD-56A6LD13** Risk Management (CRM) Branch Specific Training Module
- **101-92YFOPA** Comply with the Fundamentals of Property Accountability
- **80SD-51AB310** Conduct Maintenance Operations at the Company Level (PMCS)
- **80SD-56A6CFTX** CAPSTONE FTX
- **80SD-56A6ATSP** Army Traffic Safety Program (DL)
- **80SD-56A6PD14** Perform Pastoral Counseling
- **129-D3S-0100** Identify Impacts of Denied, Degraded, Disrupted Space Operational Environment (O35SOE) on Army Operations
- **112-BOLC1** Cyber Electromagnetic Activities
- **80SD-56A6SSP02** Spiritual Resilience and Formation Practicum
- **80SD-CRM-LSN** Religious Support Resource Management
- **80SD-56A6LD13** End of Course Peer Evaluations
- **80SD-56A6PD23** Perform Suicide Risk Assessment and Intervention (ASIST)
- **80SD-L-O15003** Transition into a Direct Leadership Position
- **605C-ZAEOS03** Equal Opportunity Program Training New Leader Level III
- **80SD-56A6OS15** Diving Out
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.
# 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

**Leader Doctrine**
- L120: Leader Doctrine 4 hrs
- L130: Critical Thinking 4 hrs
- AP140: Army Ethics 3 hrs
- L161: Write Effectively 3 hrs

**Critical Thinking**
- L120: Leader Doctrine 4 hrs
- L130: Critical Thinking 4 hrs
- AP140: Army Ethics 3 hrs
- L161: Write Effectively 3 hrs

**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

**Phase 1.1**
- 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

**Phase 1.2**
- 4 Lessons, 10 Hours
- 4 Exams (400 Points)

### Phase 1.3
**Operations**
- OP111: Ops Process 4 hrs
- OP121: MDMP 4 hrs

**Phase 1.3**
- 8 Lessons, 19 Hours
- 8 Exams (800 Points)

### Phase 1.4
**Operations Process**
- OP111: Ops Process 4 hrs
- OP121: MDMP 4 hrs

**Phase 1.4**
- 3 Lessons, 11 Hours
- 3 Exams (300 Points)

### Phase 1.5
**Unit Training Management**
- T111: Unit Tng Mgmt I 6 hrs

**Phase 1.5**
- 1 Lesson, 6 Hours
- 1 Exam (100 Points)

### Phase 2
**Army Profession**
- AP200: Army Profession 5 hrs
- MC200: Mission Command 5 hrs

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

**Operations**
- OP111: Ops Process 4 hrs
- OP121: MDMP 4 hrs

**Operations Process**
- OP111: Ops Process 4 hrs
- OP121: MDMP 4 hrs

**Unit Training Management**
- T111: Unit Tng Mgmt I 6 hrs

**End of Course Exam**
- RA & RIA 3 hrs
- Internal 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
- Lawful Authority 2 hrs
- Admin 3 hrs

**Phase 1.5**
- 25 Lesson, 75 Hours
- 25 Exams (2500 Points)

**Phase 2**
- 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

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**2 Weeks in Residence**

**4 month limit to complete DL**
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.
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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
- L1M Soldier 2020: Gender Integration
- 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
- A2G 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
- L2G 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
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
**Maintaining and Fostering Chaplain Identity**
- 3 TNG Days
- 26 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

## Module B
**Army Force Management**
- 3 TNG Days
- 20 POI Hours

- 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

## Module C
**Religious Support Operations in the JIIM Environment**
- 4 TNG Days
- 29 POI Hours

- 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

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**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 (ISRS SLC)**

<table>
<thead>
<tr>
<th>Module A</th>
<th>Module B</th>
<th>Module C</th>
<th>Module D</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Develop Senior Leaders</strong>&lt;br&gt;2 TNG Days&lt;br&gt;14 POI Hours</td>
<td><strong>Army Force Management</strong>&lt;br&gt;3 TNG Days&lt;br&gt;26 POI Hours</td>
<td><strong>Coordinate Force Management and Religious Support Resources</strong>&lt;br&gt;2 TNG Days&lt;br&gt;15 POI Hours</td>
<td><strong>Coordinate Religious Support</strong>&lt;br&gt;3 TNG Days&lt;br&gt;24 POI Hours</td>
</tr>
<tr>
<td></td>
<td>805D-56A8-IRS Improve RS Leaders for 2030</td>
<td>805D-56A8-TNR Force Management: Training &amp; Readiness</td>
<td>805D-56A8-1D Senior Chaplain Leader Development</td>
</tr>
<tr>
<td></td>
<td>134-100-E02 Total Army Analysis</td>
<td>805D-56A8-LD Senior Chaplain Leader Development</td>
<td>805D-56A8-JR Religious Support Operations in a Joint, Interagency, Intergovernmental, and Multinational (JIIM) Environment</td>
</tr>
<tr>
<td></td>
<td>134-100-F01 Manning the Force</td>
<td>134-100-E01 Organizational Design and Development</td>
<td>805D-56A8-CM Critical and Creative Thinking at a Strategic Level</td>
</tr>
<tr>
<td></td>
<td>134-100-E07 Command Plan Process</td>
<td>134-FM-02 Why Force Management?</td>
<td></td>
</tr>
</tbody>
</table>
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

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<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>805D-FCC-LSN1</td>
<td>Critical Thinking for Chaplaincy Resource Management Professionals</td>
</tr>
<tr>
<td>805D-FCC-LSN2</td>
<td>Fiscal Law</td>
</tr>
<tr>
<td>805D-FCC-LSN3</td>
<td>Uniqueness of the Chaplaincy Tithe and Offering Fund (CTOF)</td>
</tr>
<tr>
<td>805D-FCC-LSN4</td>
<td>Ethics for Fund Clerks</td>
</tr>
<tr>
<td>805D-FCC-LSN5</td>
<td>Regulations that Govern the Particular Duties and Work of the Chaplain Resource Manager, Fund Manager, and Fund Clerk</td>
</tr>
<tr>
<td>805D-FCC-LSN6</td>
<td>CTOF Baseline Operating Procedures</td>
</tr>
</tbody>
</table>

### Module B
**Chaplain Corps Income Procurement System**
- 6 TNG Days
- 47 POI Hours

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>805D-FCC-LSN7</td>
<td>Assist in the preparation of the CMRP</td>
</tr>
<tr>
<td>805D-FCC-LSN8</td>
<td>Defense Financial Accounting Service (DFAS) NAFI 101</td>
</tr>
<tr>
<td>805D-FCC-LSN9</td>
<td>Chaplain Corps Income and Procurement System CHIPS (101)</td>
</tr>
<tr>
<td>805D-FCC-LSN10</td>
<td>Manage an Offering</td>
</tr>
<tr>
<td>805D-FCC-LSN11</td>
<td>Record Inflows (Income)</td>
</tr>
<tr>
<td>805D-FCC-LSN12</td>
<td>Submit Financial Data and Information Packets to DFAS NAFI</td>
</tr>
<tr>
<td>805D-FCC-LSN13</td>
<td>Office of the Chief of Chaplains Grants</td>
</tr>
<tr>
<td>805D-FCC-LSN14</td>
<td>The NAF/CTOF Government Purchase Card (GPC) Micro Purchase Procedures and Simplified Acquisition Procedures</td>
</tr>
<tr>
<td>805D-FCC-LSN15</td>
<td>Process Purchase Order Requests (PORs) by GPC</td>
</tr>
<tr>
<td>805D-FCC-LSN16</td>
<td>Process Purchase Order Requests (PORs) by Electronic Fund Transfer (EFT) or Check</td>
</tr>
<tr>
<td>805D-FCC-LSN17</td>
<td>Record Outflows (Expenses)</td>
</tr>
<tr>
<td>805D-FCC-LSN18</td>
<td>GPC Order Management and Transaction Matching</td>
</tr>
<tr>
<td>805D-FCC-LSN19</td>
<td>Purchase Card Online System (PCOLS)</td>
</tr>
<tr>
<td>805D-FCC-LSN20</td>
<td>Contract Procedures</td>
</tr>
<tr>
<td>805D-FCC-LSN21</td>
<td>Contract Payment</td>
</tr>
</tbody>
</table>

### Module C
**Reporting Internal Controls, and Administrative Activities**
- 2 TNG Days
- 15 POI Hours

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>805D-FCC-LSN22</td>
<td>Use DFAS NAFI's Electronic Document Management (EDM), Online Report Viewing (OLRV), &amp; Mainframe Internet Access Portal (MIAP) systems</td>
</tr>
<tr>
<td>805D-FCC-LSN23</td>
<td>Manage APF and NAF Chapel and Religious Support Office Property</td>
</tr>
<tr>
<td>805D-FCC-LSN24</td>
<td>Conduct a CTOF Inspection (Chapel Tithes and Offerings Fund)</td>
</tr>
<tr>
<td>805D-FCC-LSN25</td>
<td>Chaplaincy Program Budget Advisory Committee</td>
</tr>
<tr>
<td>805D-FCC-LSN26</td>
<td>Army Risk Insurance Management Program (RIMP) Insurance</td>
</tr>
<tr>
<td>805D-FCC-LSN27</td>
<td>Written and Oral Communication for CRM Professionals</td>
</tr>
</tbody>
</table>

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*Living the Call Fiercely . . . By Forging Servant Leaders . . . For God & Country!*
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.
# CHAPLAINCY RESOURCES MANAGER COURSE (CRMC)

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

**Week 1**

**Week 2**

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