



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, DC 20350-2000

COCINST 5351.2
N097

AUG 0 2 2019

CHIEF OF CHAPLAINS INSTRUCTION 5351.2

From: Chief of Chaplains, OPNAV (N097)

Subj: PROFESSIONAL NAVAL CHAPLAINCY LEADER DEVELOPMENT

Ref: (a) Navy Leader Development Framework 3.0
(b) Department of the Navy Strategic Plan for Religious Ministry
(c) SECNAVINST 1730.7E
(d) SECNAVINST 1730.8B
(e) SECNAVINST 1730.9A
(f) SECNAVINST 1730.10B
(g) SECNAVINST 7010.6B
(h) OPNAVINST 1730.1E
(i) MCO 1730.6F
(j) NWP 1-05
(k) NTTP 1-05.1
(l) NTTP 1-05.2

1. Purpose. To establish the requirements, identify the training objectives, and set the standard for Professional Naval Chaplaincy (PNC) leader development conducted through training outside the Naval Chaplaincy School and Center, in accordance with reference (a) and goal three of reference (b).

2. Applicability. This instruction applies to the PNC system, as defined in reference (c).

3. Policy

a. Participation. All Active and Reserve Component chaplains, Religious Program Specialists (RP), and Selected Reserve (SELRES) Chaplain Candidate Program Officers will participate in PNC leader development events unless the senior supervisory chaplain has approved the absence (due to operational requirements, health matters, etc.).

b. Supervision. All training covered in this instruction will be directly supervised by senior supervisory chaplains, who are individually and collectively responsible for execution of this instruction.

c. Collaboration. Senior supervisory chaplains and Religious Ministry Teams (RMT) will collaborate across command and domain lines to oversee this training effectively and efficiently.

d. Content. Training will be derived from references (a) through (l) within the overarching framework of competency, character, and connections, as defined in reference (a). It will include material focused on pastoral competencies, domain competencies, character and virtues, and supervisory skills. It will consist of presentations, dialogue, and discussions designed to encourage participation and learning in an atmosphere of trust and safety. Training will include:

(1) PNC Area Training

(a) Area training is monthly training conducted for RMTs in each Navy Region on subjects related to religious ministry (RM) and PNC. Area training will be conducted for a minimum of two hours, one hour of which will be focused on PNC. The other hour is reserved for local or domain training. Supervisory chaplains will ensure the training is recorded in the Fleet Management and Planning System (FLTMPS).

(b) In circumstances where in-person area training is impractical, senior supervisory chaplains will ensure the content of PNC Area Training is conveyed to all RMTs. Supervisory chaplains will ensure the training is recorded in FLTMPs.

(2) PNC On-Line Training. Self-paced On-Line training for individual chaplains and RPs will be conducted monthly, and focus on topics related to character. Chaplains and RPs will report completion of each monthly on-line training assignment to their supervisors. Supervisors will track completion and follow-up with appropriate mentoring and coaching.

(3) PNC Facilitated Conversations. At all echelons and in all organizations served, each supervisor will facilitate monthly, small group conversations with those directly supervised on subjects related to character, promoting greater understanding of the interaction of character qualities, context, competence, and leadership in RM and PNC. Face-to-face conversations are optimal, but teleconferencing is authorized as needed.

e. General Learning Objectives are as follows:

- (1) Foster thorough understanding of religious ministry and related policy and doctrine.
- (2) Strengthen application of religious ministry and related policy and doctrine in Command Religious Programs and all RMT activities.
- (3) Engage all RM personnel in ongoing conversations about character.
- (4) Integrate character considerations into all related and applicable PNC training.
- (5) Practice collaboration and collegiality with other RMTs.
- (6) Build a professional culture of mutual respect and support.
- (7) Build, reinforce, and strengthen the operational mindset in RMT personnel.
- (8) Foster agility and readiness for ministry in combat at and from the sea.
- (9) Strengthen professionalism in delivery of the RM core capabilities.
- (10) Integrate the sharing of best RM practices and lessons learned.
- (11) Implement opportunities to expand the PNC circle of leadership, empowering preparation and participation in leading training.
- (12) Practice coordination of ministry across command lines.
- (13) Reinforce core values, attributes, and PNC conduct.
- (14) Foster toughness, agility, fitness, and resilience in RMTs.
- (15) Build understanding of inter-disciplinary opportunities for care.

4. Roles and Responsibilities

a. Chief of Chaplains will approve annual learning objectives, on-line training selections, and facilitated conversation topics.

b. Naval Chaplaincy School and Center will generate annual area training learning objectives, on-line training selections, facilitated conversation topics, related supporting materials for training, and make the necessary arrangements to record completion of training topics in FLTMPs.

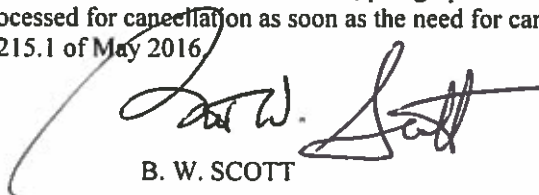
- c. Senior supervisory chaplains will directly oversee execution of this instruction.
- d. Senior RPs will directly support execution of this instruction.
- e. Commanders will be informed of these training requirements and may document chaplain and RP participation in fitness reports and evaluations.

5. Records Management

a. Records created as a result of this instruction, regardless of format or media, must be maintained and dispositioned per the records disposition schedules located on the Department of the Navy/Assistant for Administration (DON/AA), Directives and Records Management Division (DRMD) portal page at <https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/Approved%20Record%20Schedules/Forms/AllItems.aspx>.

b. For questions concerning the management of records related to this instruction [notice, change transmittal] or the records disposition schedules, please contact the local records manager or the DON/AA DRMD program office.

6. Review and Effective Date. Per OPNAVINST 5215.17A, the Chief of Chaplains will review this instruction annually on the anniversary of its effective date to ensure applicability, currency, and consistency with Federal, DoD, SECNAV, and Navy policy and statutory authority using OPNAV 5215/40. This instruction will be in effect for 10 years, unless revised or cancelled in the interim, and will be reissued by the 10-year anniversary date if it is still required, unless it meets one of the exceptions in OPNAVINST 5215.17A, paragraph 9. Otherwise, if the instruction is no longer required, it will be processed for cancellation as soon as the need for cancellation is known following the guidance in OPNAV Manual 5215.1 of May 2016.



B. W. SCOTT

Releasability and distribution:

This instruction is cleared for public release and is available electronically only via Department of the Navy Issuances Web site <http://www.secnav.navy.mil/doni>