



# Army Accessions

## Endorser Bulletin

APRIL 17

Endorsers,

Over the past couple months you have raised an important question, “What does the Army consider valid religious leadership experience for Active Duty appointment?” This bulletin will serve to answer that question.

### DoD Requirement:

- Active Component – 2 years experience
- Reserve Components – No experience

### Army Application of Requirement:

- **Active Component**
  - 2 years experience (we call it Professional Work Experience or PWE)
  - Experience must be earned after completion of a qualifying graduate degree
  - Must be: Full-time (40 hours per week), in a local community of faith, have primary responsibilities that include conducting religious rites, ceremonies, worship, and education
  - Cannot include: Military chaplaincy, Chaplain Candidate practicum or experience, and Chaplain Officer Course
- **Reserve Component (includes Guard)**
  - No experience required
  - A requirement for PWE is proposed. If approved the requirement would be grandfathered in appropriately over time
- **Waivers – for Active Duty**
  - The Chief of Chaplains can waive experience that is earned prior to completion of a graduate degree but cannot waive less than 2 years experience
  - Waiver briefs are held monthly
  - All requests and waiver documents are sent to the Chief of Chaplains by the recruiter, including the Endorser memo

## Chief of Chaplains’ Intent

The Army seeks religious ministry professionals who are deeply rooted leaders in their unique, individual faith tradition.

## Helpful Tips

If unclear whether an applicant’s ministry experience meets the Army’s active component guidance, request early evaluation from the Office of the Chief of Chaplains. This evaluation can be requested through the applicant’s recruiter

Endorsers should send the waiver request memorandum to the applicant or recruiter rather than Mr. Thigpen; this enables the recruiter to submit a complete waiver request to the Office of the Chief of Chaplains

## Contact Information

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