



mPact Churches
Military Chaplain Handbook

November 2023

Table of Contents

- I. About mPact 3**
 - A. Endorser Authorization..... 3**
 - B. Mission..... 3**
 - C. Theology..... 4**

- II. The Military Chaplaincy..... 3**
 - A. The Importance of Military Chaplains 5**
 - B. The Context of the Military 5**
 - C. The Chaplain's Roles 6**

- III. Guidance for Chaplains 6**
 - A. Standards of Conduct 6**
 - B. Spiritual Disciplines 6**
 - C. Theological Integrity 6**
 - D. Performing and Providing Religious Support 7**
 - E. Professionalism 8**

- IV. Relationships 8**
 - A. God 8**
 - B. Family..... 8**
 - C. Local Church 8**
 - D. mPact 8**
 - E. Commanders 8**
 - G. Chaplain Technical Chain 9**
 - H. Chaplain Branch..... 9**
 - I. Other mPact Chaplains 9**

- V. Endorsement Requirements and Ministry Options 9**
 - A. DOD Requirements for Chaplains and Candidates..... 9**
 - B. mPact Requirements for Chaplains and Candidates 10**
 - C. Call to Full Time Ministry 10**
 - D. Call to Military Chaplaincy 11**
 - E. Levels of Endorsement and Approval..... 11**
 - 1. Approval..... 11**
 - 2. Endorsement 11**
 - F. Chaplain Ministry Options 11**
 - 1. Chaplain Candidate Program..... 11**
 - 2. Reserves and National Guard 12**
 - 3. Active Duty 12**
 - G. Commissioning Service 12**
 - H. Ministry Life Cycle 12**

- VI. Additional Expectations 12**
 - A. Finances 12**
 - B. Endorser Training Conferences 13**
 - C. Reporting and Communication 13**
 - D. Visits from Endorser 13**
 - E. Adopt a Chaplain Program 13**

- Appendices 14**
 - A. The Covenant and the Code of Ethics for Chaplains of the Armed Forces 14**
 - B. Semi-Annual Report 16**
 - C. mPact Endorser Team Duty Descriptions 18**

I. About mPact

Endorser Authorization

mPact Churches is a mentoring movement united to plant, assess, coach and train leaders for maximum impact. mPact is recognized by the Department of Defense as an ecclesiastical endorsing organization that supplies chaplains to the military services in accordance with Department of Defense Directive 1304.19. mPact's employer identification number is 56-2028784. The mPact Chaplain Endorser is part of, and is accountable to, the governing board of mPact Churches. The Endorser represents mPact Churches to the military and to our chaplains and candidates.

Although mPact is not a blanket endorsing agency for all Spirit-filled chaplains, the mPact Endorser may endorse chaplains from outside our fellowship of churches, provided the chaplain or candidate is assessed as a good fit for our fellowship.

The mPact Endorser Team consists of the Endorser, the Associate Endorser, the Conference Coordinator, and the Budget Manager.

Mission

The mPact Endorser Team recruits, coaches, and mentors chaplains who advance God's Kingdom throughout the United States armed services and other agencies by proclaiming the gospel, making disciples, and demonstrating the love of Christ.

The mPact Endorser Team is committed to embracing our chaplains and their families in prayer, pastoral care, and spiritual and professional development.

The mPact Endorser Team is focused primarily on supplying chaplains to the military. mPact may also endorse chaplains for the Federal Bureau of Prisons, the Veterans Administration, hospitals, and corporations provided that:

- the candidate is ordained by an mPact church, OR
- the candidate is a former mPact military chaplain, OR
- the candidate is a current mPact chaplain and wants to serve in an additional area.

Theology

mPact embraces Reformed Theology and the full expression of the gifts of the Holy Spirit.

Specifically, mPact believes the following:

God: There is one living and true God, infinite in glory, wisdom, holiness, justice, power and love, one in His essence but eternally substantial in three persons: Father, Son, and Holy Spirit. (Matthew 3:16-17, Luke 3:21-22, John 1:1-3, 2 Corinthians 13:14)

The Bible: The books which form the canon of the Old and New Testaments as originally given are plenary inspired and free from all error in the whole and in the part. These books constitute the written word of God, the only infallible rule of faith and practice. (2 Timothy 3:16, 2 Peter 1:20-21, Proverbs 30:5, Romans 16:25-26, Hebrews 4:12)

Creation: God sovereignly created the world out of nothing, so that His creation, while wholly dependent upon Him, neither comprises part of God, nor conditions His essential perfection. (Genesis 1:1, Genesis 1:26-27, Psalms 8, 19, and 104, Colossians 1:15-16).

Man: God created man in His own image, in a state of original righteousness, from which he subsequently fell by a voluntary revolt, and therefore is guilty, inherently corrupt, and subject to divine wrath. The unregenerate are totally depraved and do not possess a will free from the dominion of the sin nature. (Genesis 1:26-27, Genesis 3:6-7, Romans 3:23, Ephesians 2:8)

Marriage: God instituted marriage exclusively as the union of one man and one woman, and that intimate sexual activity is to occur exclusively within that union. (Genesis 2:18-25, Ephesians 5:21-33, 1 Corinthians 7:2)

Sexuality: God immutably creates each person as male or female. Rejection of one's biological sex is a rejection of the image of God within that person. God intends sexual intimacy to occur only between a man and a woman who are married to each other. Any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and pornography) is sinful and offensive to God. (Genesis 1:26-27, Leviticus 18:6-23, Psalm 139, 1 Corinthians 6:9-10,18, Hebrews 13:4)

Jesus Christ: Jesus Christ, the eternal Son, possesses all the divine excellencies, being co-substantial and co-eternal with the Father and the Holy Spirit. In His incarnation, He united to His divine nature a true human nature and so continues to be both God and man, in two distinct natures and one person, forever. He was conceived by the Holy Spirit, born of the Virgin Mary, fulfilled the requirements of the law by His sinless life, suffered under Pontius Pilate, poured out His blood as a vicarious and propitiatory atonement for sin in satisfaction of the divine justice, and on the third day was raised from the dead in the same body, now glorified. He ascended into heaven and is now seated at the right hand of God the Father interceding in Glory for His redeemed. (Isaiah 9:6, John 1:1, John 1:14, John 20:28, Romans 1:4, 2 Corinthians 5:21, Philippians 2:5-6, Colossians 1:15-17, 1 Timothy 2:5, Hebrews 4:15)

The Holy Spirit: The Holy Spirit, eternally proceeding from the Father and the Son, through the ministry of regeneration and progressive sanctification applies salvation, guides and comforts the children of God, directs and empowers the church in fulfillment of the Great Commission, and convicts the world of sin, righteousness and judgment. (John 14:16-27, John 16:7-13, Acts 1:8, 1 Corinthians 2:12, 1 Corinthians 3:16, Galatians 5:25, Ephesians 1:13, Ephesians 5:18)

Salvation: Salvation consists of the remission of sins, the impartation of the righteousness of Jesus Christ, the gift of eternal life and the concomitant blessings thereof, which are a free gift of God, and received by faith alone apart from human works of merit. Even the ability to believe is a gift of God. This blessing in no way relieves men of their responsibility to repent and believe.

After repentance towards God and faith towards the Lord Jesus Christ, the believer is to publicly proclaim his identity with Christ by immersion in water baptism, in the name of the Father, Son and the Holy Spirit. (Acts 16:31, Romans 10:9-10, Galatians 2:16, Galatians 3:8, Galatians 3:24, Ephesians 2:8-9, Titus 3:5, Hebrews 9:22)

The Baptism of the Holy Spirit: The Lord Jesus Christ baptizes regenerated believers in the Holy Spirit. The baptism of the Holy Spirit is an empowering work of the Spirit which is distinct from the regenerating work of the Spirit which is offered to every Christian. (Acts 1:8, Acts 2:4, Acts 4:31, Acts 8:15-17, Acts 9:17, Acts 10:44-46, Acts 19:6, Romans 12:6-8, 1 Corinthians 12:4-11)

Gifts of the Spirit: All nine gifts of the Spirit listed in 1 Corinthians 12:4-11 continue to be expressed in the church today and are subject to the order prescribed by Scripture. (1 Corinthians 12:4-11)

Communion: Communion is to be taken frequently and offered to all believers except those who are living in unrepentant rebellion or immorality. mPact Chaplains should offer communion regularly to trinitarian Christians and warn those present regarding biblical standards of conduct. (Matthew 26:26-28, Luke 22:19-20, 1 Corinthians 11:23-32)

The Kingdom of God: The Kingdom of God is a present reality and a future hope, forcibly advancing through the agency of the Church. (Daniel 2:44, Matthew 4:17, Matthew 11:12, Matthew 16:17-19, Luke 12:32)

Congregational Leadership: While all God's people are called to and gifted for ministry, only men are called as senior pastors. Since this is a frequent role for military chaplains, mPact only endorses men to military chaplaincy. (1 Corinthians 14:33-35, 1 Timothy 2:11-13, 1 Timothy 3:2-7, Titus 1:6-9)

Death: At death, the souls of the redeemed are made perfect in holiness and immediately enter into the presence of Christ, enjoying conscious fellowship with Him, there to wait the resurrection of the body. (Luke 23:43, 2 Corinthians 5:6-8, Philippians 1:23-24)

The Return: The Lord Jesus Christ will return bodily, visibly, and personally to conform believers to His own image. He will judge the quick and the dead and will effect a final separation of the redeemed and the lost, assigning unbelievers to eternal punishment and believers to eternal glory. (Matthew 24:30-31, Matthew 25:31-33, Luke 21:27, 1 Thessalonians 4:16-17, 2 Thessalonians 1:6-8)

II. The Military Chaplaincy

The Importance of Military Chaplains

Military leaders from General George Washington to General George C. Marshall have recognized the critical importance of military chaplains. Every time Americans have gone to war, chaplains have accompanied soldiers, sailors, marines, (and, since World War II, airmen) into harm's way, shared their dangers and hardships, and brought the Word of God to life-or-

death situations. Chaplains enable America's warriors to be morally and spiritually ready to face death, take life, and return from the crucible of combat free from moral injury.

The Department of Defense not only supports the Constitutional requirement for the free exercise of religion, but also recognizes the salutary effect of religion upon soldiers and their families:

Religious participation, attendance and affiliation ... are also historically and empirically recognized as protective factors against risky behaviors such as suicidal behaviors, substance abuse and domestic violence, etc.¹

mPact chaplains bring an even greater impact through the power of Jesus Christ, bringing the Word of eternal life and the power of the Holy Spirit to those who lay their lives on the line for our nation. While the gospel should never be forced upon members of the armed forces, mPact chaplains provide the finest possible ministry to military personnel, reaching out to all service members and their families.

The Context of the Military

The United States' armed forces face combat and operational deployments that constantly put them in harm's way. They undergo arduous training to maintain the ability to defeat a wide variety of potential adversaries. This requires service members and their families to leave the communities in which they grew up and develop new relationships within the new community of the military. A military family can expect to change duty stations every two or three years, requiring them to build new friendships often. The military contains the full spectrum of American society, including religious demographics. About 50% of the military identifies as Protestant or nondenominational Christian, 20% as Roman Catholic, and less than 1% each Jewish, Islamic, Pagan, Buddhist, or Hindu. Nearly 25% have no religious preference.² mPact chaplains have the privilege of representing Christ to this broad spectrum of people.

The Roles of the Chaplain

Chaplains fulfill two roles: staff officer and religious leader. Chaplains serve their commanders by advising them on all matters pertaining to religion, morale, morals and welfare of their unit members/crew and families, ensuring the free exercise of religion for all the servicemembers under their care, and implementing the commander's religious program for the well-being of the command. Depending upon their branch of service, new chaplains may be assigned to commands ranging from an 850-man Army or Marine Corps infantry battalion to a Navy destroyer squadron, an Air Force base support squadron, or a basic training battalion. As religious leaders, mPact chaplains authentically represent the Lord Jesus Christ as Christian ministers, strengthening the living, caring for the wounded and honoring the dead as they provide life-giving counsel, prayer, pastoral care, and religious services.

¹ Headquarters, Department of the Army. HQDA OPORD Enduring Personal Readiness. (Washington, DC: U.S. Army Pentagon, December 1, 2016), 65.

² Jared Besse, "How Religious Is Our Military? 3 Ways Faith and Defending Freedom Go Hand-in-Hand," *First Liberty*, (July 26, 2019), <https://firstliberty.org/news/how-religious-is-our-military/>.

III. Guidance for Chaplains

Standards of Conduct

mPact chaplains must live their personal and professional lives with the highest standards of Christian integrity, guarding their hearts and minds, refraining from conduct that would bring reproach to the name of Christ, and possessing a personal character that agrees in all aspects with their ministry. mPact chaplains will exercise sound judgment in counseling, visiting, communicating, and traveling with anyone of the opposite sex in order to guard against any perception of impropriety. mPact Chaplains will also adhere to the “Covenant and Code of Ethics for Chaplains of the Armed Forces” (Appendix A). The mPact Endorser Team is available to discuss interpretations of this document should there be any concerns regarding implementation within the military context.

Spiritual Disciplines

Due to the hardships and temptations inherent in military ministry, the military chaplain must ensure that “his piety be vigorous” lest he find his spiritual impact diminished and the cause of Christ brought into disrepute.³ mPact Chaplains and candidates will deliberately carve out time with the Lord daily to pray, read the Bible, and worship. These activities should flow from the abundance of what God has already done and should draw the individual into an ever-deepening relationship with God. mPact chaplains will remain connected to the Body of Christ through a local chapel or church and maintain an accountability relationship with an mPact-affiliated church regarding their walk with the Lord.

Theological Integrity

mPact chaplains must be mature, prudent leaders who provide proper pastoral care to their units in an arena sometimes hostile to Christianity. They must work cooperatively with clergy of other faith groups without compromising mPact’s theological position. Though regulations protect the conscience of chaplains, ministry in a pluralistic environment requires mPact chaplains to guard their theological integrity.⁴ mPact chaplains never cease to be ministers of the gospel of Jesus Christ. Although we extend dignity, love, and compassion to everyone, mPact chaplains will not:

Conduct, assist or support any training event, service, or ceremony, or engage in speech or actions, that could be reasonably construed as affirming homosexuality, transgenderism, sexual immorality, or other unbiblical conduct.

Officiate, participate in, or attend a marriage or union ceremony for any couple that is contrary to the biblical model of marriage of one man and one woman.

Provide any direct ministry such as pre-marital or marital counseling in support of a union that is contrary to the biblical model of one man and one woman.

³ C. H. Spurgeon, *Lectures to my Students* (Grand Rapids: Zondervan, 1954), 13-15.

⁴ For example: “Chaplains will not be required to perform or participate in religious services, rites, sacraments, ordinances, and other religious ministrations when such participation would be at variance with the tenets of their religion or their endorser policies.” Headquarters, Department of the Army, *Army Regulation 165-1: Army Chaplain Corps Activities* (Washington, DC: U.S. Army Pentagon, June 20, 2015), 9.

Serve on staff of a chapel with a chaplain whose preaching or lifestyle is inconsistent with biblical morality.

Serve on chapel staff with a non-trinitarian chaplain.

All military chaplains are endorsed to ensure the free exercise of religion for all military personnel according to DoD 1304.28, par. 6.1.3. As such, mPact chaplains remain protected under DoD policy and applicable federal law to preach, teach and counsel in accordance with the tenets of their faith and consciences. Therefore, mPact chaplains will:

Conduct religious support and pastoral care in accordance with the guidelines contained in this document.

Preach and teach the whole counsel of God faithfully, maintaining forms of prayer, worship, preaching, and Bible studies regardless of societal pressures.

Provide sound Biblical pastoral care and counseling for all service members and their families, making those they counsel aware of this from the beginning.

Affirm the historic, natural, and Biblical view of marriage as the uniting of one man and one woman in a covenantal relationship for life, and that God designed the sexual relationship to occur within the bounds of such a union.

When appropriate, refer service members to chaplains and religious leaders who can meet religious needs outside the scope of mPact practice.

Treat all service members with Christ-centered dignity, honor, and respect.

mPact chaplains may, in accord with their own theological convictions, conduct indirect ministry such as marriage enrichment, relationship enrichment, or FRG training regardless of who attends the event, while continuing to affirm the biblical view of marriage.

Performing and Providing Religious Support

mPact chaplains perform ministry in accordance with the tenets of their faith. When faced with the need to support individuals outside of mPact theological practices, the mPact Chaplain provides, within the confines of good order and discipline, the means for the individual to exercise his or her faith. For example, a mPact chaplain may coordinate a Roman Catholic priest to administer mass or may identify a Muslim soldier to lead Jumu'ah prayers. By coordinating with other chaplains and religious leaders, mPact chaplains fulfill their staff responsibility to ensure free exercise while guarding their own theological integrity.

Professionalism

As professional military officers, mPact chaplains should model military bearing, physical fitness, mental toughness, leadership, and mental agility. This is an integral part of becoming part of the military culture and multiplies ministry impact.

IV. Relationships

God

The Triune God is at the core of our identity as Christians and as ministers. As stated above, mPact chaplains must carve out daily time to foster their connection with God. Chaplains must go to the well of God's Presence so they can minister from the overflow of His Spirit.

Family

Chaplains must pay close attention to their marriages and family relationships. Marriage requires constant maintenance and an attitude of self-sacrifice, especially when faced with deployments and the other demands of the military. Parenting requires similar commitments. mPact encourages its chaplain families not to voluntarily undergo geographic separation if possible.

Local Church

As much as possible, mPact chaplains should build a relationship with an mPact-affiliated church. While on active duty, chaplains should immerse themselves in the installation chapel program and build authentic, life-giving Christian community there. Nevertheless, it is profitable to build a lasting connection with an mPact church for spiritual refreshing, prayer cover, and ministry support. mPact Churches' website provides contact information for churches across the United States at <https://www.mPactchurches.com/churches>.

mPact

The mPact Endorser Team regularly interacts with mPact chaplains. The mPact Endorser Team, along with a network of intercessors, supports the mPact chaplains through prayer.

Commanders

Military chaplains normally work for and advise their commanders. As a staff officer, the chaplain implements the commander's religious plan for the well-being of the unit. He performs and provides religious support and pastoral care to the command, staff, and unit members, as well as their families. The commander also will expect the chaplain to be a man of convictions who advises him in a forthright, logical, and tactful manner.

Chaplain Technical Chain

Supervisory chaplains coach, teach and mentor their subordinate unit chaplains. mPact chaplains are committed to effective working relationships with other chaplains and should strive to develop reputations as team players with their fellow staff officers and other chaplains. mPact chaplains are encouraged to seek mentorship from other chaplains who are peers and seniors.

Chaplain Branch

Like all chaplains, mPact chaplains are subject to the needs of the service. It is wise to cultivate good working relationships across one's branch and ensure one's career manager knows one's desires for assignment, at the same time trusting God to place us where we can make the desired impact for His Kingdom.

Other Chaplains

mPact chaplains should prioritize developing mutually supportive friendships with other godly chaplains and their families. These friendships will often last for one's entire career and provide much-needed support and counsel. Often mPact chaplains will be the only one of our fellowship at a given installation. When the opportunity presents itself to fellowship with other mPact Chaplains it should be embraced with regular commitments for friendship, accountability, and support. The annual mPact chaplain training is an event to cultivate these relationships as well. Every effort should be made to attend this annual training.

V. Endorsement Requirements and Ministry Options

DoD Requirements for Military Chaplains and Candidates

These requirements are outlined in DOD instruction 1304.28, dated 11 June 2004.⁵

Chaplain Requirements (Army, Navy, and Air Force Active Duty, Reserve, and National Guard)

- Ordained minister of an mPact Church or one recognized by mPact.
- Valid mPact endorsement.
- 120 semester hour undergraduate degree from an accredited institution.
- Master of divinity/theology degree of at least 72 hours from an accredited institution.
- Citizen of the United States.
- Pass the National Agency Check for a security clearance.
- Pass Armed Forces physical exam.
- Willingness to provide or coordinate programs for individuals of all faiths.
- Two years' pastoral ministry with experience in conducting baptisms, communion services, weddings, funerals, and grief counseling (Active Duty).
- Have experience or currently be engaged in pastoral ministry (Reserves and National Guard).
- Meet age requirements for specific branch:
 - Army: Be between 18-36 years of age at time of commissioning.
 - Navy: Be 21 years of age and be able to complete 20 years of service.
 - Air Force: Be less than 35 years of age at time of appointment.

Chaplain Candidate Program:

- Be a full-time graduate student at an accredited seminary or theological school.

⁵ Headquarters, Department of Defense, "Department of Defense Instruction 1304.28, Guidance for the Appointment of Chaplains for the Military Departments," (Washington, DC: Pentagon, June 11, 2004), 3-5.

- Ordination is not required.
- Meet age requirements for specific branch:
 - Army: Be between 18-36 years of age at time of commissioning.
 - Navy: Be 21 years of age and be able to complete 20 years of service.
 - Air Force: Be less than 35 years of age at time of appointment.

mPact Requirements for Military Chaplains and Candidates

In addition to the DOD chaplain requirements, mPact requires the following:

- Be a man who demonstrates a call to ministry through a track record of proven character and ministry impact.
- A completed application for endorsement, available on the mPact Churches website: <https://mpactchaplains.org>.
- Complete an interview in person or through visual electronic media. If the candidate is married, his wife must be part of the interview.
- Be ready to pass the applicable service's physical fitness test by a comfortable margin.
- Army: <https://army.mil/acft/>
- Navy: <https://www.navy-prt.com/>
- Marine Corps: https://www.fitness.marines.mil/pft-cft_standards17/
- Air Force: <https://airforce-pt.com/>
- Two years of paid ministry experience preaching, baptizing, conducting funerals and weddings, counseling, and the other practical skills required of a minister.

In addition to DOD chaplain candidate requirements, mPact requires that the candidate:

- Be actively serving at an mPact church or a church approved by the mPact endorser.
- Be a man of Christian character.
- Be ready to pass the applicable service's physical fitness test.

Call to Full-Time Ministry

The one considering the military chaplaincy must first understand his own sense of calling as a minister. One's identity must be grounded in Jesus Christ and the fact that God Himself owns us. This foundation enables one to handle crises and circumstances of life even in the midst of pain, disappointment and suffering. The call to full-time ministry must be confirmed by ministry experience that shows godly character, theological integrity, and ministry competence as observed by church eldership.

Call to Military Chaplaincy

The call to chaplaincy is a missionary calling, requiring one to embrace a different culture, the military. This requires sacrifices from wives and children who experience the military culture alongside the chaplain. The mPact chaplain family trusts the sovereignty of God so that even in the midst of multiple moves and less than desirable circumstances they model Godly values. Both the chaplain and his wife must embrace this calling and challenge their children to do so as well.

Endorsement

Endorsement as a chaplain candidate is the official statement of mPact indicating the applicant is in seminary, a candidate for ordination, and is authorized to represent mPact Churches as a military chaplain candidate.

Once a candidate is ordained and meets all requirements, mPact may endorse him as a chaplain. The military requires separate levels of endorsement for the reserve components, for initial active duty, and for continuing on active duty indefinitely.

Ecclesiastical endorsement is the official statement from mPact Churches indicating the individual is an ordained minister in good standing, is qualified morally, intellectually, emotionally, and doctrinally, and has been chosen to represent mPact Churches to the military.

mPact provides the initial endorsement only after a personal interview and the members of the mPact Endorser Team have approved the application. mPact periodically reviews endorsements and normally endorse a chaplain from one level to another (reserve components to active duty, for example) without redoing the formal interview process.

Chaplains can change ecclesiastical endorsement to or from another church body for a variety of reasons. Any transfer of endorsement to another organization requires the chaplain to inform their current endorsing agent. Generally, mPact requires a 90-day transition period for transfer of endorsement to or from another religious ecclesiastical body.

In the event that an endorsed chaplain violates a law (local, state, or federal, including Uniform Code of Military Justice), professional ethic, or moral standard that would be an embarrassment to the cause of Christ, disciplinary action may be in order. In all cases mPact desires repentance and restoration, but such situations may call for the withdrawal of a chaplain's endorsement.

Chaplain Ministry Options

Chaplain Candidate Program

The chaplain candidate program helps candidates confirm their calling to the chaplaincy. It allows seminarians to receive commissions as junior officers in the Army, Air Force, or Navy, attend the chaplain basic officer course of the appropriate service, and experience on-the-job internship training at an armed forces installation. Candidates receive military pay and benefits while on active duty orders. Many seminaries accept the chaplain basic officer course as elective credit and recognize the internship as a culminating experience for the MDiv. To enter the program, candidates must be accepted at an approved seminary and apply for endorsement with mPact. The mPact endorser may visit candidates at seminaries to encourage and give briefings on the program.

Reserves and National Guard

Service as a chaplain in either the Reserves or National Guard requires an endorsement. mPact has similar requirements for reservists, guardsmen, and active-duty chaplains. Reservists and

guardsmen have a special call because they often serve mPact Churches congregations while serving their units. The chaplain's congregation must fully understand and accept his commitment to the chaplaincy. Appendix C, *Guidelines for Congregations with Reserve Component Chaplains*, provides assistance in this regard.

Active Duty

Active duty chaplains are full-time military officers. Federal laws mandate the conduct of divine services on ships and military installations, and the Army requires chaplains to support installation chapel programs. mPact encourages active duty chaplains to immerse themselves in installation chapel ministries as life-giving leaders, building genuine Christian community in the chapel setting. mPact expects active duty chaplains to be part of the Christian community at their duty station and also maintain a relationship with their sponsoring mPact- church.

Commissioning Service

The mPact- affiliated church that has sponsored the newly appointed chaplain will normally conduct a commissioning service to recognize the calling and significant milestone of becoming a military chaplain. This service also reinforces the relationship between the chaplain and his sponsoring church. If possible, a member of the mPact Endorser Team will take part in this service.

Ministry Life Cycle

The normal pattern for chaplains is that they enter the military from local church ministry and return to local church ministry. As a chaplain prepares to depart the service through voluntary separation or retirement, he should consult the mPact endorser and his mPact-affiliated church regarding possibilities for continuing service in advancing God's Kingdom.

VI. Additional Expectations

Finances

mPact is self-funded through its chaplains and candidates. The mPact Endorser must attend conferences required by the armed services as well as travel to provide pastoral care for mPact chaplains and their families. While there is no mandatory percentage, many mPact chaplains direct 40% of their tithe in support of mPact. Anyone may provide tax-deductible support to mPact by mailing checks to mPact Chaplaincy, 5117 Cliffdale Rd., Fayetteville, NC 28314, or through the secure tithe.ly link found at <https://mpactchaplains.org/>.

Endorser Training Conferences

The mPact Endorsing Agent provides annual opportunities for mPact chaplain professional development training. These events provide personal ministry, professional development, and opportunities to build mutually supportive friendships. mPact chaplains will make every effort to attend. Because this is a professional requirement, commanders should fund this travel through

unit funds. mPact will provide letters requiring attendance that serve as justification for TDY requests. Chaplains should notify the endorser if mission requirements preclude attendance.

Reporting and Communication

mPact requires a semi-annual report. A copy of this report, with submission instructions, is posted on the resource page of the website at <https://mpactchaplains.org/resources/>. Chaplains are also encouraged to submit articles and photographs illustrating their ministry. Additionally, chaplains and candidates may share confidential prayer requests to provide the endorser the opportunity to provide pastoral support during critical and challenging circumstances. Chaplains and candidates should immediately notify the endorser for prayer and assistance if they:

- Experience a death of serious illness/injury in the family.
- Face UCMJ, a commander's inquiry, or an Inspector General complaint.
- Experience any situation where they are pressured to compromise Christian doctrine or moral teaching.

Endorser Visits

The mPact governing board requires the Endorser Team to visit active-duty mPact Chaplains. Active-duty chaplains can expect at least one visit during a given tour at an installation. These visits focused on affirming, encouraging, and providing pastoral care to mPact chaplains and their families. The endorser may meet the supervisory chaplain and appropriate commander as well. Should any public events be part of the visit, the senior mPact chaplain at the installation should coordinate with the protocol office. Endorsers are currently recognized by DOD as O7 equivalents for protocol purposes.

Appendices

A. The Covenant and the Code of Ethics for Chaplains of the Armed Forces

The Covenant

Having accepted God's call to minister to people who serve in the armed forces of our country, I covenant to serve God and these people with God's help: to deepen my obedience to the commandments, to love the Lord our God with all my heart, soul, mind, and strength, and to love my neighbor as myself. In affirmation of this commitment I will abide by the Code of Ethics for Chaplains of the Armed Forces and I will faithfully support its purposes and ideals. As further affirmation of my commitment, I covenant with my colleagues in ministry that we will hold one another accountable for fulfillment of all public actions set forth in our code of ethics.

The Code of Ethics

I will hold in trust the traditions and practices of my religious body.

I will carefully adhere to whatever direction may be conveyed to me by my endorsing body for maintenance of my endorsement.

I understand as a chaplain in the armed forces that I must function in a pluralistic environment with chaplains of other religious bodies to provide for ministry to all military personnel and their families entrusted to my care.

I will seek to provide pastoral care and ministry to persons of religious bodies other than my own within my area of responsibility with the same investment of myself as I give to members of my own religious body. I will work collegially with chaplains of religious bodies other than my own as together we seek to provide as full a ministry as possible to our people. I will respect the beliefs and traditions of my colleagues and those to whom I minister. When conducting services of worship that include persons of other than my religious body I will draw upon those beliefs, principles, and practices that we have in common.⁶

I will, if in a supervisory position, respect the practices and beliefs of each chaplain I supervise, and exercise care not to require of them any service or practice that would be in violation of the faith practices of their particular religious body.

I will seek to support all colleagues in ministry by building constructive relationships wherever I serve, both with the staff where I work and with colleagues throughout the military environment.

I will maintain a disciplined ministry in such ways as keeping hours of prayer and devotion, endeavoring to maintain wholesome family relationships, and regularly engaging in educational and recreational activities for professional and personal development. I will seek to maintain good health habits.

⁶ This refers primarily to events such as post-wide Christmas Eve or Easter services with other Christians. mPact chaplains are not expected to refrain from teaching the full counsel of God in chapel.

I will recognize that my obligation is to provide ministry to all members of the military services, their families, and other authorized personnel. When on active duty, I will only accept added responsibility in civilian work or ministry if it does not interfere with the overall effectiveness of my primary military ministry.

I will defend my colleagues against unfair discrimination on the basis of gender, race, religion or national origin.

I will hold in confidence all privileged and confidential communication.

I will respect all persons of other religious faiths. I will respond to any expressed need for spiritual guidance and pastoral care to those who seek my counsel.

I will show personal love for God in my life and ministry, as I maintain the discipline and promote the integrity of the profession to which I have been called.

I recognize the special power afforded me by my ministerial office. I will never use that power in ways that violate the personhood of another human being, religiously, emotionally or sexually. I will use my pastoral office only for that which is best for the persons under my ministry.

Adopted by the National Conference on Ministry to the Armed Forces, January 2011.

B. Semi-Annual Report

SEMIANNUAL REPORT FOR mPact CHAPLAINS

Reporting Date: _____

NAME: _____ **RANK/GRADE:** _____

MAILING ADDRESS: _____

E-MAIL: _____ **OFFICE PHONE:** _____

CELL: _____ **HOME:** _____

SPOUSE NAME: _____, **DOB:** _____

SPOUSE EMAIL: _____ **ANNIVERSARY:** _____

LOCAL CHURCH HOME: _____

Are you in contact with your home church? Yes No

Who do you consider to be your pastor? _____

Contact information for your pastor: _____

BRANCH/SERVICE AREA: _____ **STATUS:** _____

CURRENT DUTY STATION: _____

UNIT/ORGANIZATION: _____

SUDERVISORY CHAPLAIN NAME AND CONTACT INFORMATION:

COMMANDER’S NAME AND CONTACT INFORMATION:

DUTY ASSIGNMENT (title; brief *description of responsibilities*):

PRAISE REPORTS:

PRAYER REQUESTS:

SIGNIFICANT EVENTS TO REPORT FROM THE PAST 6 MONTHS:

GOALS FOR MINISTRY IN THE COMING YEAR:

DESCRIBE BRIEFLY YOUR DEVOTIONAL LIFE. WHAT IS GOD SPEAKING TO YOU ABOUT YOUR WIFE, YOUR FAMILY, AND YOUR MINISTRY?

SUGGESTIONS/RECOMMENDATIONS FOR YOUR ENDORSER:

Do you expect to move in the next year? Yes No

If yes, when & where do you expect to move?

C. Endorser Team Duty Descriptions

1. Endorser. The mPact Endorser is the final authority who certifies that mPact chaplains and candidates are fully qualified to represent mPact Churches and the Lord Jesus Christ in specialized settings, ensuring that they can cooperate with ministers of other faiths without compromising Christian doctrine or standards. His major duties are:

a. Vision and Policy. The Endorser provides the organizational vision and sets mPact chaplaincy policies under the accountability of the mPact Churches Board of Directors (BOD).

b. Internal Engagement. The Endorser is accountable to and regularly engages the mPact Churches BOD. He regularly engages senior pastors of mPact Churches to make them aware of opportunities for chaplains (Reserve and National Guard) and chaplain candidates to serve on church staffs.

c. External Engagement. The Endorser represents mPact Churches to the respective chiefs of chaplains at each of the armed services, the Veterans Administration, and the Federal Bureau of Prisons. He also represents mPact to the National Conference on Ministry to the Armed Forces (NCMAF), the Endorsers' Conference for Veterans Affairs Chaplaincy (ECVAC) the Chaplain Alliance for Religious Liberty (CALL) and other organizations.

d. Mentorship and Pastoral Care. The Endorser provides mentorship and pastoral care to the mPact Endorser Team, chaplain mentors, chaplains, chaplain candidates, and their spouses. He and his wife conduct endorser visits with the goal of visiting each active-duty GCI chaplain at least once at a given duty station. When possible, the endorser attends special events such as promotions, ordinations, retirements, and other ceremonies.

e. Personnel. The Endorser chairs the final interview for applicants and is the final authority on whether mPact accepts an applicant. He signs the DD form 2088 (or other applicable form) for endorsement.

f. Budget. The Endorser sets and establishes budget priorities. He establishes mPact staff salaries, engages mPact chaplains for tithing support, and engages churches for additional funding streams.

2. Pastoral Care Team. The Pastoral Care Chaplain and his wife advise and support the Endorser through the following duties:

a. Identifying Chaplain Mentors. The Pastoral Care Team helps establish Chaplain Mentors in mPact churches along the Military Highway, prioritizing those churches with chaplain candidates.

b. Mentorship and Pastoral Care. The Pastoral Care Team provides mentorship and pastoral care to the Endorser Team, chaplain mentors, chaplains, chaplain candidates, and their spouses. In coordination with the Endorser, he and his wife conduct pastoral care visits with the goal of

visiting each active-duty GCI chaplain at least once at a given duty station. When possible, he attends special events such as promotions, ordinations, retirements, and other ceremonies.

3. Conference Coordinator. The Conference Coordinator is a salaried part-time position that coordinates the annual conference. Major duties include:

a. Secure the dates and venue. Normally this is dictated by the mPact BOD and hosted by an mPact Church. .

b. Identify suitable lodging. Secure a block of rooms at a suitable hotel convenient to the conference venue.

c. Conference Details. Coordinate meeting rooms, childcare, meals, etc., with the host church, purchases snacks and beverages, and coordinates catering for selected meals.

d. Manage invitations. Manage all invitations and track attendance to include room types, meals preferences, and childcare requirements.

e. Conduct after-action review.

4. Budget Manager. The Budget Manager is a salaried part-time position who receives inquiries and manages day to day transactions. Major duties include:

a. Track and Report Intakes and Expenditures. The Budget Manager tracks all intakes and expenditures and ensures monthly reconciliation of credit card purchases per IRS regulations. She provides monthly and YTD reports for profit and loss and individual giving to the Endorser and Associate Endorser.

b. Tax Statements. The Budget Manager provides annual giving statements to all GCI financial supporters no later 30 January.

c. Pay. Manages salaries and oversees all paperwork regarding pay and housing allowances.

d. Contacts. Receives phone inquiries and refers applicants to the Associate Endorser and to the website.

e. Programs. Establishes and maintains the GCI Tithe.ly and Stripe accounts to ensure smooth intake of funds.