

Religious Affairs Specialist (Career Management Field 56) Career Progression Plan

Chapter 1. Duties

The Religious Affairs Specialist is a member of the U.S. Army Chaplain Corps who provides expertise in religious support, operations, and advisement. They support the command in responding to the needs of Soldiers, Family members, and other authorized personnel. The Religious Affairs Specialist, in coordination with the Chaplain, uses their technical religious support expertise to advise and assist the command, shaping environment to accomplish the religious support mission. They provide this expertise by the executing their core capabilities of being a Religious Support Provider and Religious Support Staff Advisor through three competencies: Strengthen Spiritual Readiness, Integrate Religious Support into Operations, and Manage Religious Support Resources. Religious Affairs Specialists function as project managers for all religious support programs and provide specialized peer counseling. In addition to specialized religious support tasks, Religious Affairs Specialists perform and coordinate for the necessary force protection requirements to conduct religious support operations and minimize the personal security risks of the UMT. Religious Affairs Specialists are bound by confidentiality as defined in AR 165-1 chapter 16-2.

Chapter 2. Transformation

Religious Affairs Specialists must understand and master the unique characteristics of each unit of assignment. Regardless of the unit's mission, all Religious Affairs Specialists must understand their capabilities and master their competencies for their skill level. Religious Affairs Specialists must also develop an understanding of all branches represented within their unit in order to effectively provide religious support and advise the command. At all levels, Soldiers within the MOS must remain tactically and technically proficient in battle drills tailored to the unit's mission. Religious Affairs Specialists must maintain a high level of character as determined by FM 6-22, placing the readiness of Soldiers before their own, and always uphold the Army Values. These Soldiers must remain as an example for others to follow embodying a level of commitment and professionalism enabling them to be an asset to their command as a combat multiplier. At all levels, the Religious Affairs Specialist must be an example of what it means to act with honor, to serve with competence, to lead with character, to fight with valor, to advise with wisdom, and to live with the intense commitment to serve the Nation as a professional and a Soldier. The Army's current personnel requirements created the need for Soldiers to perform in a variety of demanding assignments in order to accomplish specific missions. Each category of assignments should be considered without favor being given to one assignment over another. Promotion consideration should be based on overall performance during the assignment. NCOs must continue to show a high caliber of performance while assigned to demanding assignments.

Chapter 3. Recommended career management self-development, by rank

a. Private E-1 – Specialist/Corporal

(1) Soldiers should study the following military publications: AR 165-1, AR 350-1, AR 600-20, ADP 1, ADP 6-22, FM 1-05, FM 7-22, ATP 1-05.01, ATP 1-05.02, ATP 1-05.03, ATP 1-05.04, ATP 1-05.05, and ATP 6-22.1. Soldiers should familiarize themselves with the Central Army Registry (CAR) at <https://atiam.train.army.mil/>, as well as all battle drills associated with their current unit of assignment.

(2) Soldiers should be actively seeking opportunities to develop their tactical and technical skills through their unit of assignment with help from their religious support leadership channel. Privates through Specialists/Corporals need to develop their professional foundation through attending courses such as Drivers Course, Applied Suicide Intervention Training

(ASIST), Combat Life Saver (CLS), and Culture Training. Skill level one Soldiers need to be enrolled in Army Career Tracker (ACT); actively using the it as a tool for career progression and mentorship to help guide them through DA Pam 600-25.

(3) *Education.*

(a) *Civilian Education.* Although civilian education is not a requirement for promotion, Soldiers are encouraged to take college courses to assist in their professional development. Ample opportunities exist for Soldiers to participate in various correspondence courses and civilian education to accomplish individual educational objectives. At this level, Soldiers should seek opportunities to begin their college education. Recommended courses are English Composition, Basic Mathematics, Computer Literacy, Sociology, and Psychology. For more information on educational programs and financial support, see the garrison education center or the Army IgnitED app (<https://armyignited.com/app/>).

(b) *Credentialing.* Religious Affairs Specialists will become more technically proficient by completing the following credentials recommended by the branch proponent: MS Office Specialties (Word, Excel, and Power Point), Physical Security Certification, and Certified Personal Trainer. Religious Affairs Specialists can find more certification opportunities on the COOL website (<https://www.cool.osd.mil/army/index.htm>).

(c) *The Army E-Learning.* Army E-Learning is formal nonresident extension of TRADOC service schools' curricula and provides excellent educational advancements in continued education, leadership, and technical proficiency. Go to [Army E Learning](https://usarmy.skillport.com/skillportfe/custom/login/usarmy/login.action) (<https://usarmy.skillport.com/skillportfe/custom/login/usarmy/login.action>) for more information.

(d) *The Army Correspondence Course Program (ACCP).* The formal nonresident extension of TRADOC service schools' curricula and provides excellent educational advancements in continued education, leadership, and technical proficiency. Go to <https://www.atrrs.army.mil/selfdevctr/> for more information.

(e) *GT Improvement.* Soldiers with general technical (GT) scores below 110 should seek to improve their scores through Functional Academic Skills Training (FAST), or Basic Skills Education Program (BSEP) <https://www.armyuniversity.edu/access/SoldierDevelopment.aspx>.

(4) *Boards.* Soldiers should also take advantage of local boards that broaden overall Army and MOS knowledge base, instill discipline, build confidence improving the Soldier's ability to communicate verbally.

(5) Religious Affairs Specialists should strive to earn the Expert Soldier Badge (ESB).

b. Sergeant

(1) SGTs should study and master the following military publications: AR 165-1, AR 350-1, AR 600-20, ADP 1, FM 1-05, FM 7-22, ATP 1-05.01, ATP 1-05.02, ATP 1-05.03, ATP 1-05.04, ATP 1-05.05, and ATP 6-22.1. SGTs should familiarize themselves with the CAR at <https://atiam.train.army.mil/>, as well as all battle drills associated with their current unit of assignment.

(2) SGTs should be actively seeking leadership opportunities within the MOS and their unit of assignment. SGTs should begin to learn mentorship and leadership techniques unique to the MOS through the chain of supervision. They should also diversify their individual skill sets learning mentorship and leadership skills from leaders of all MOSs within their units. SGTs should be enrolled ACT in actively using the it as a tool for career progression and mentorship to help guide them through DA Pam 600-25.

(3) *Education*

(a) *Civilian Education.* Although civilian education is not a requirement for promotion, Soldiers are encouraged to take college courses to assist in their professional development. At this point, junior NCOs should seek opportunities to pursue college level courses and allocate time towards an associate's degree. Recommended courses are: Human Services, Religious Studies, Communication Skills, Stress Management, Briefing Techniques, Research Techniques, Problem Solving, Technical Writing, Math or College Algebra, Speech, English

Composition, Science, Accounting, Sociology, and Young Adult Psychology. For more information on educational programs and financial support, see the garrison education center or the Army IgnitED app (<https://armyignited.com/app/>).

(b) *Credentialing*. Religious Affairs Specialists will become more technically proficient by completing the following credentials recommended by the branch proponent: Lean Six Sigma (Yellow Belt), Certified Associate Project Manager (CAPM), and Certified Group Exercise Instructor. Religious Affairs Specialists can find more certification opportunities on the COOL website (<https://www.cool.osd.mil/army/index.htm>).

(c) *The Army E-Learning*. Army E-Learning is nonresident extension of TRADOC service schools' curricula and provides excellent educational advancements in continued education, leadership, and technical proficiency. Go to [Army E Learning](https://usarmy.skillport.com/skillportfe/custom/login/usarmy/login.action) (<https://usarmy.skillport.com/skillportfe/custom/login/usarmy/login.action>).

(d) *The Army Correspondence Course Program (ACCP)*. The formal nonresident extension of TRADOC service schools' curricula and provides excellent educational advancements in continued education, leadership, and technical proficiency. Go to <https://www.atrrs.army.mil/selfdevctr/> for more information.

(e) *GT Improvement*. Soldiers with general technical (GT) scores below 110 should seek to improve their scores through Functional Academic Skills Training (FAST), or Basic Skills Education Program (BSEP) <https://www.armyuniversity.edu/access/SoldierDevelopment.aspx>.

(4) Boards. Soldier boards such as NCO of the Quarter/Year and the Sergeant Audie Murphy/Sergeant Morales Clubs broaden the knowledge base, instill discipline improving the Soldier's ability to communicate effectively

(5) All Religious Affairs Specialists should strive to earn the Expert Soldier Badge (ESB).

c. Staff Sergeant

(1) SSGs should study and master the following military publications: AR 165-1, AR 350-1, AR 600-20, DA PAM 165-19, ADP 1, ADP 6-22, FM 1-05, FM 7-22, ATP 1-05.01, ATP 1-05.02, ATP 1-05.03, ATP 1-05.04, ATP 1-05.05, and ATP 6-22.1. SSGs should be familiarized with the CAR at <https://atiam.train.army.mil/>, as well as all battle drills associated with their current unit of assignment.

(2) SSGs should be actively seeking leadership opportunities within the MOS and their unit of assignment. SSGs must continue to refine their mentorship and leadership techniques unique to the MOS. They should also continue to diversify and learn from leaders of all MOSs. SSGs must remain committed to achieving excellence while developing subordinate leaders and Soldiers to be proficient in their duties. SSGs should be enrolled in ACT, actively using it as a tool to monitor and guide career progression both for themselves and their subordinates. In addition, SSGs should ensure that their subordinates understand Da PAM 600-25 .

(3) Education.

(a) *Civilian Education*. Fully qualified Religious Affairs Specialists selected for promotion to SSG have ideally begun college education and those who are most qualified are working towards an associate's degree. Recommended courses are Religious Studies, Project/Program Management, Organizational Behavior, Information Management Systems, and Military Science. For more information on educational programs and financial support, see the garrison education center or the Army IgnitED app (<https://armyignited.com/app/>).

(b) *Credentialing*. Religious Affairs Specialists will become more technically proficient by completing the following credentials recommended by the branch proponent: Lean Six Sigma (Green Belt), Certified Manager (CM), and Certified Records Manager. Religious Affairs Specialists can find more certification opportunities on the COOL website (<https://www.cool.osd.mil/army/index.htm>).

(c) *The Army E-Learning*. Army E-Learning is the formal nonresident extension of TRADOC service schools' curricula and provides excellent educational advancements in continued education, leadership, and technical proficiency. Go to [Army E Learning](https://usarmy.skillport.com/skillportfe/custom/login/usarmy/login.action)

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(d) *The Army Correspondence Course Program (ACCP)*. The formal nonresident extension of TRADOC service schools' curricula and provides excellent educational advancements in continued education, leadership, and technical proficiency. Go to <https://www.atrrs.army.mil/selfdevctr/> for more information.

(e) *GT Improvement*. Soldiers with general technical (GT) scores below 110 should seek to improve their scores through Functional Academic Skills Training (FAST), or Basic Skills Education Program (BSEP) <https://www.armyuniversity.edu/access/SoldierDevelopment.aspx>.

(4) Boards. Soldier boards such as NCO of the Quarter/Year and the Sergeant Audie Murphy/Sergeant Morales Clubs broaden the knowledge base, instill discipline while improving the Soldier's ability to communicate effectively.

(5) Religious Affairs Specialists should strive to earn the Expert Soldier Badge (ESB).

d. Sergeant First Class

(1) SFCs should study and master the following military publications: AR 165-1, AR 350-1, AR 600-20, DA PAM 165-19, ADP 1, ADP 6-22, FM 1-05, FM 7-22, ATP 1-05.01, ATP 1-05.02, ATP 1-05.03, ATP 1-05.04, ATP 1-05.05, ATP 6-22.1, and JG 1-05. SFCs should be familiarized with the CAR at <https://atiam.train.army.mil/>, as well as all battle drills associated with their current unit of assignment.

(2) SFCs must remain committed to achieving excellence while developing subordinate leaders and Soldiers to be proficient in their duties as Religious Affairs Specialists and NCOs. This is typically the first level of leadership at which the NCO functions to lead other leaders. SFCs should continue to hone leadership skills and maintain high proficiency levels in their skills within their unique environment. SFCs must continue to remain competent within the MOS, while also focusing on broadening management and doctrinal knowledge. Limited authorizations and fiercely competitive promotion criteria demand that the senior NCO does not become stagnant. Continuous personal and professional growth through experience along with education are essential to success for SFCs.

(3) *Education*.

(a) *Civilian Education*. Fully qualified Religious Affairs Specialists selected for promotion to SFC have completed some college and those who are most qualified have completed a minimum of 60 semester hours and/or completed an associate's degree. SFCs should seek avenues to begin work on their bachelor's degree. Recommended courses are Principles of Management, Human Resource Management, and Military Science. SFCs are encouraged to seek out further opportunities for military education through avenues such as the Strategic Broadening Seminars.

(b) *Credentialing*. Religious Affairs Specialists will become more technically proficient by completing the following credentials recommended by the branch proponent: Lean Six Sigma (Black Belt), Certified Manager (CM), Project Management Professional, and Physical Security Professional. Religious Affairs Specialists can find more certification opportunities on the COOL website (<https://www.cool.osd.mil/army/index.htm>).

(4) Boards. Religious Affairs Specialists should pursue induction into the SGT Morales/Audie Murphy Clubs.

(5) Religious Affairs Specialists should strive to earn the Expert Soldier Badge (ESB).

e. Master Sergeant/First Sergeant

(1) MSGs should master and continue to study the following military publications: AR 165-1, AR 350-1, AR 600-20, DA PAM 165-19, ADP 1, ADP 6-22, FM 1-05, FM 7-22, ATP 1-05.01, ATP 1-05.02, ATP 1-05.03, ATP 1-05.04, ATP 1-05.05, ATP 6-22.1, and JG 1-05. MSGs should have a working knowledge of the CAR at <https://atiam.train.army.mil/>, as well as all battle drills associated with their current unit of assignment. Continued reading about world politics, geo-political issues, and Religious/Foreign Affairs will prepare the MSG for progression at the strategic level.

(2) At this level, the primary focus leans heavily on the development of Soldiers and NCOs. MSGs should also seek opportunities to broaden their knowledge of how the Army runs in order to influence and improve junior leaders, contributing to the success of their organization. Additionally, critical thinking skills are integral to being a successful leader and a contributing member of the organization and the Army. Activities like professional reading or college courses help senior NCOs develop organizational leadership skills needed to coach, teach, and mentor Soldiers. These leadership skills are all gained through a balanced and successful military career that are essential to continued progression. Limited authorizations and fiercely competitive records may dictate civilian education be considered a major discriminator for selection to SGM. Experience, technical proficiency, military and civilian education, and a diverse career are essential to success. Senior NCOs should be actively seeking opportunities to coach, teach and mentor junior Soldiers and NCOs. Active use of the ACT and DA Pam 600-25 can aid in effective leadership and professional growth of subordinates to maximize potential for career progression opportunities

(3) *Education.*

(a) *Civilian Education.* Fully qualified Religious Affairs Specialists selected for promotion to MSG have some college and those who are most qualified have completed a bachelor's degree. MSGs are encouraged to seek out further opportunities for military education through avenues such as the Strategic Broadening Seminars. Senior NCOs should also pursue and complete training on Ethical Leadership.

(b) *Credentialing.* Religious Affairs Specialists will become more technically proficient by completing the following credentials recommended by the branch proponent: Professional in Human Resources and Certified Special Events Professional. Religious Affairs Specialists can find more certification opportunities on the COOL website

(<https://www.cool.osd.mil/army/index.htm>).

(4) Religious Affairs Specialists should strive to earn the Expert Soldier Badge (ESB).

f. Sergeant Major/Command Sergeant Major

(1) To provide adequate guidance, SGMs and CSMs must have mastered the following publications: AR 165-1, AR 350-1, AR 600-20, DA PAM 165-19, ADP 1, ADP 6-22, FM 1-05, FM 7-22, ATP 1-05.01, ATP 1-05.02, ATP 1-05.03, ATP 1-05.04, ATP 1-05.05, ATP 6-22.1, and JG 1-05. SGMs and CSMs should have a working knowledge of the CAR at <https://atiam.train.army.mil/>, as well as all battledrills associated with their current unit of assignment. Continued reading about world politics, geo-political issues, current doctrine, and professional reading lists of their chains of command enhance the knowledge base of the leader.

(2) The success of a diverse career and applicable knowledge is a deciding factor in selection for SGM and CSM. Operating at the strategic level, with the given the unique challenges of the MOS, SGMs and CSMs must be proficient at leading and mentoring. Outstanding communication skills are required just by the nature of the number of Soldiers their communications reach. Skills in community and public relations are also important since the SGM or CSM will often be representing the command or the Army in civic functions. Experience, technical proficiency, military and civilian education, along with a diverse career are essential to success.

(3) *Education.*

(a) *Civilian Education.* Fully qualified Religious Affairs Specialists selected for promotion to SGM have some college and those who are most qualified have completed a bachelor's degree. SGMs are encouraged to seek out further opportunities for military education through avenues such as the Strategic Broadening Seminars. Senior NCOs should also pursue and complete training on Ethical Leadership.

(b) *Credentialing.* Religious Affairs Specialists will become more technically proficient by completing the following credentials recommended by the branch proponent: Certified Meeting

Professional, Associate Emergency Manager, and Program Management Professional. Religious Affairs Specialists can find more certification opportunities on the COOL website (<https://www.cool.osd.mil/army/index.htm>).

Chapter 4. Military occupational specialty 56M, Religious Affairs Specialist

Key Development (KD) is applicable to Regular Army Non-Commissioned Officers for a specific duty position at their current grade for a specific timeframe IAW the 56M Talent Development Model. KD positions are determined to be essential in the growth and development of military leadership and the MOS's capabilities and competencies. In CMF 56, time spent in a KD position for the next grade counts towards KD completion for the next grade. Across MOS 56M Soldiers' SSG, SFC, and MSG/1SG, KD timelines should be served for a minimum of 24 months to be considered fully qualified.

(a) Example: E7 serving as E8 and receiving 56M5O credit

(b) Example: E6 serving as E7 and receiving 56M4O credit

(c) Example: E5 serving as E6 and receiving 56M3O credit

a. Major duties. The Religious Affairs Specialist, as a member of the UMT, supports and advises the command's religious support mission at the tactical, operational, and strategic levels. The Religious Affairs Specialist executes religious support through three core competencies outlined in HQDA EXORD 165-16, FRAGO 5-Dated 9 Aug 18.

(1) Strengthen Spiritual Readiness- Enhance the spiritual resilience of personnel by providing worship services and programs while providing moral and ethical training.

(2) Integrate Religious Support into Operations- Analyze and synchronize internal and external advisement to the Command and the Chaplain in the operational and home station environment.

(3) Manage Religious Support Resources- Manage multi-purpose worship facilities, property accountability, equipment, personnel, supplies, appropriated funding and Chapel Tithes and Offerings Fund (CTOF) to enable the free exercise of religion.

The Soldiers require exceptional written and verbal communication skills in order to be effective in their profession. They perform these duties at all levels, including Battalion, Brigade, Garrison, Sustainment Command, Division, TSC, Corps, ASCC, ACOM, and Department of the Army. Religious Affairs Specialists must strive to have diversity in assignments throughout their military career and to develop strong leadership skills. Members of a Soldier's religious support leadership channel must ensure the Religious Affairs Specialist is serving in appropriate developmental assignments, knowing how these assignments affect promotion and career development. Potential should be regarded as the overall level of performance of assigned duties, coupled with a review of a Soldier's military education. Graduation from any school is not a substitute for performance of assigned duties; there is a distinction between being a graduate of a school and using the information learned to lead Soldiers. As NCOs advance in their careers and assume leadership roles, they are faced with conditions unique to the Chaplain Corps. The Religious Affairs Specialist's abilities to adapt; thus developing required skills to perform their duties are indicators of competence, confidence, and agility. These abilities also demonstrate the potential to serve in positions of greater responsibility.

a. Prerequisites. See DA Pam 611-21, the MOS Smartbook, for details. Also see AR 165-1.

b. Goals for development. Religious Affairs Specialists must become proficient in their MOS technical skills and continue to broaden their knowledge to develop themselves for later in their careers. Warrior Tasks and Battle Drills (WTBD) cannot be overlooked; through every stage of their career, Religious Affairs Specialists should sharpen the tactical skills

needed to survive on the battlefield while striving for excellence during the ACFT along with weapons qualification.

(1) Soldiers should be enrolled in ACT, actively using it as a tool for career progression and mentorship. Soldiers should actively seek out mentors and leaders to help guide them through DA Pam 600-25 and the ACT. The ACT, in conjunction with DA Pam 600-25, will provide Soldiers and leaders the information for the guidance needed to maximize their career progression opportunities for the Religious Affairs Specialist throughout all stages of their career.

(2) *Success*. Ultimately, Soldiers manage their own careers. The quality and success of a Religious Affairs Specialist's career is directly proportional to that Soldier's consistent commitment to excellence, regardless of the assignment or mission. Soldiers should focus their self-development to prepare themselves for positions of greater responsibility. Soldiers committed to achieving high goals will develop leadership skills and have the practical knowledge along with ambition to put them to good use. Experience and technical proficiency are essential in seeking a balanced career.

<https://www.armyuniversity.edu/access/SoldierDevelopment.aspx>.

(3) *Achievement*. Recognition for individual achievement through the course of a Soldier's career can contribute to being recognized above their peers for advancement. The following aspects of awards and recognition should be considered when assessing personnel for assignments or promotions:

(a) *Personal awards*. Recognition of exemplary performance can set a Soldier ahead of their peers for promotion and should be considered based on the individual events with the merit that resulted in recognition, along with timelines between award recognition. Personal awards will not serve as a sole consideration for promotion.

(b) *Recognition*. NCOs who have achieved "Distinguished Honor Graduate," "Honor Graduate," or who are placed on the Commandant's List of a graduating class of any NCOES course or MOS-enhancing course are considered most qualified. Positive public relations through community outreach and volunteering is vital to the continued success of the military, therefore Soldiers who are selected for membership in the SGT Morales/Audie Murphy Clubs, the Order of Titus, Army Senior/Master Instructor Badge, or who earn the Military Outstanding Volunteer Service Medal (MOVSM) will be considered most qualified. Recipients of one of the Chaplain Corps Regimental awards (the Order of Saint Martin of Tours and the SSG Christopher Stout Medal) will be considered most qualified.

(1) Private E-1 – Specialist/Corporal.

(a) *Institutional Training*. Advanced Individual Training (AIT), BLC, DLC I.

(b) *Operational assignments*. The focus during the early years of the Religious Affairs Specialist's career is to build a strong base of MOS capabilities, WTBD, and Common Soldier Tasks. The Religious Affairs Specialist performs religious support and coordination for religious programs, ceremonies, worship services, and crisis intervention. The Religious Affairs Specialist deploys as part of the UMT at battalion and brigade level echelons. They manage admin, logistics, training, operations, and force protection for religious support operations. These skills are acquired by serving in a Battalion, Medical Centers, the JRCF, and Garrisons.

(c) *Additional training (Military Education)*. Religious Affairs Specialists must participate in low density MOS and functional training to support their Individual Development Plan (IDP) and unit mission. Military schools appropriate for the junior grade are Fund Clerk Course, Emergency Medical Ministry (EMM) Course, Combat Lifesaver (CLS) Course, Airborne School, Air Assault School, and Drivers Training. Key ASIs for the MOS include 1M (EMM) and 7T (Fund Clerk Course).

(d) *Special assignments*., Army Special Operations Forces (ARSOF), U.S. Disciplinary

Barracks, Recruiting BDE, and Garrison Fund Clerk.

(2) Sergeant.

(a) *Institutional Training.* ALC, DLC II.

(b) *Operational assignments.* During this phase of the Religious Affairs NCO's career, the focus should be on tactical capabilities, developing leadership skills, and laying a foundation of knowledge of WTBD with MOS-specific tasks. SGTs in deploying units prepare religious support staff section estimates, annexes to operation plans and orders implementing the specified elements of the Religious Support Plan (RSP). SGTs in garrison units run daily chapel operations, support the garrison RSP, and manage funds. SGTs should seek positions as team leaders, squad leaders, and Religious Support Staff leaders. These leadership positions will prepare the junior NCOs for more demanding leadership positions. These skills are acquired by serving in Maneuver BN, Maneuver Support BN, STB, DIV, Medical Centers (MEDCEN), TRADOC BDE, Disciplinary Barracks, and Garrisons.

(c) *Additional training (Military Education).* Religious Affairs NCOs must participate in low density MOS and functional training to support their IDP and unit mission. Military schools appropriate for junior NCOs are same military schools as Private E-1-- Specialist/Corporal plus Medical Ministry SR/Moral Injury Course, Combat Operational Stress Control Course (COSC), Applied Suicide Intervention Skills Training for Trainers (Suicide Intervention Trainer T4T), Traumatic Event Management (TEM), Jumpmaster School, Ranger School, and the Drill Sergeant Academy (DSA). Key ASIs for this MOS as the same as Private E-1-Specialist/Corporal and 1S (Suicide Intervention Trainer).

(d) *Special assignments.* Drill Sergeant, Recruiter, Maneuver Battalion, Maneuver Support Battalion, ARSOF, and NATO.

(3) Staff Sergeant.

(a) *Institutional Training.* SLC , DLC III, Battle Staff NCO Course

(b) *Operational assignments.* At this level, Religious Affairs NCOs plan and conduct training for subordinate UMTs along with unit personnel. SSGs in deploying units prepare religious support staff section estimates, annexes to operation plans and orders, implement the specified elements of the RSP, and conduct critical incident stress debriefings. SSGs in generating units lead the Garrison Chaplain Staffs, daily chapel operations, support the garrison RSP, and manage resources. SSGs should continue to seek a variety of assignments to build a broad base of experience. NCOs who have successfully served in both Operating Force positions and Generating Force positions should be considered above their peers. Consistent and substantiated rater and senior rater comments should quantify performance and potential that clearly distinguishes an NCO to be among the best. Fully qualified SSGs will serve 24 months in a BDE, BCT, GRP, Recruiting BDE, MEDCEN, and Garrisons with strong evaluations regarding potential and supporting enumeration.

(c) *Additional training (Military Education).* Religious Affairs NCOs must participate in low density MOS and functional training to support their IDP and unit mission. Fully qualified SSGs will have completed some of the following military schools; the same schools as SGTs plus Chaplaincy Resources Manager Course (CRM), Defense Comptroller Program (DCP), Medical Ministry Substance Abuse Course, Master Fitness Trainer Course (MFT), , Master Resilience Training (MRT), Knowledge Management Qualification Course (KM), Lessons Learned Course. In addition to the previously courses, most qualified SSG's will also have completed one or more of the following military schools; Airborne, Jumpmaster, Air Assault, and Ranger. Key ASIs for the MOS are the same as SGTs plus 7F (Chaplain Resources Manager), 1E (Knowledge Management Qualification), and 2S (Battle Staff).

(d) *Special assignments.* Recruiter. Must have successfully completed Battle Staff and 18 months in a BDE prior to serving as a Drill Sergeant, Instructor, Developer, Observer Coach/Trainer(OC/T), or Lessons Learned NCO.

(4) Sergeant First Class.

(a) Institutional Training. MLC, DLC IV.

(b) Operational assignments. The focus during this phase of the Senior Religious Affairs NCO's career should be in the Generating Force such as Garrison, OC/T, Instructor, or Platoon Sergeant assignments. Senior NCOs plan and supervise enlisted training, plan religious support annexes to operations plans and orders, and prepare chaplain annexes to garrison mobilization plan requirements. Additionally, they coordinate enlisted assignment strategy and manpower requirements. SFCs should pursue leadership positions at Garrisons yet continue to seek a variety of assignments to build a broad base of experience. SFCs who have successfully led in both Operating Force positions and Generating Force positions should be considered above their peers. Consistent and substantiated rater and senior rater comments should quantify performance and potential that clearly distinguishes an NCO to be among the best and possessing superior potential. Fully qualified SFCs will serve 24 months in a Garrison, Operations NCO or Platoon Sergeant position with strong evaluations regarding potential and supporting enumeration.

(c) Additional training (Military Education). Senior Religious Affairs NCOs must participate in low density MOS and functional training to support their IDP and unit mission. Fully qualified SFCs will have completed some of the same military schools as SSGs. In addition to the previously stated courses, the most qualified SFCs will also have completed one or more of the following military schools; Airborne, Jumpmaster, Air Assault, Ranger, Battle Staff NCO. Key ASIs for the MOS are the same as SSGs.

(d) Special assignments. Must have successfully completed 18 months in a Garrison position prior to assignment as a Drill Sergeant, Instructor, Small Group Leader, EOA, , Force Management NCO, Senior Career Management NCO, Talent Management NCO, Senior Force Structure NCO, Senior IMT NCO, Platoon Sergeant, ARSOF, Direct Reporting Unit (DRU), Chairman of Joint Chief of Staff Chaplain's Office or OC/T.

(5) Master Sergeant/First Sergeant.

(a) Institutional Training. MLC, DLC V.

(b) Operational assignments. The focus during this phase of the Master Religious Affairs NCO's career should be in operational and strategic assignments. MSGs plan for religious support in both operational and strategic HQ. They prepare contingency, mobilization, and training plans for UMTs. Consistent and substantiated rater and senior rater comments should quantify performance and potential that clearly distinguishes a MSG to be among the best. The most qualified MSGs/1SGs will serve in a Division, ESC or 1SG position with strong evaluations regarding potential and supporting enumeration. Fully qualified MSGs/1SGs will serve 24 months in Division, ESC, DRU or 1SG position with strong evaluations regarding potential and supporting enumeration.

(c) Additional training (Military Training). Master Religious Affairs NCOs must participate in low-density MOS and functional training to support their IDP and unit mission. Fully qualified MSGs will have completed some of the same military schools as SFCs; In addition to the previously stated courses, most qualified MSGs will also have completed one or more of the following military schools; Airborne, Jumpmaster, Air Assault, Ranger, Battle Staff NCO. Key ASIs for the MOS are the same as SFCs.

(d) Special assignments. Must have successfully completed 24 months in a Division or ESC position prior to assignment as First Sergeant, Master Career Management NCO, Training Directorate NCOIC, Master Religious Affairs Specialist OC/T, Master Capabilities Development Integration Directorate NCO, or ARSOF.

(6) Sergeant Major/Command Sergeant Major.

(a) Institutional Training. USASMA, Battalion and Brigade Pre-Command Course (BBPCC), Nominative Leaders Course, DLC VI.

(b) Operational assignments. At this level, all tactical, operational, and strategic

capabilities are applied. Chief Religious Affairs NCOs analyze, develop, implement, and assess plans, policies, and programs affecting the religious support mission. They coordinate contingency and mobilization, planning, training along with conducting staff assistance visits at all levels within their assigned command. SGMs train subordinates in force structure, the Army Authorization Documents System, and Resource Management (RM). SGMs are assigned to senior staff positions. Consistent and substantiated rater and senior rater comments should quantify performance and potential that clearly distinguishes a SGM to be among the best. Fully qualified SGMs/CSMs will serve 24 months in SGM/CSM authorization with strong evaluations regarding potential and supporting enumeration.

(c) *Additional training (Military Training)*. Chief Religious Affairs NCOs must have an active role in low density MOS and functional training to support their IDP and unit mission. Fully qualified SGMs will have completed some of the military schools as MSGs. In addition to the previously stated courses, most qualified SGMs will also have completed one or more of the following military schools; Airborne, Jumpmaster, Air Assault, Battle Staff NCO. Key ASIs for the MOS as the same as MSGs.

(d) *Special assignments*. Regimental SGM, USA-IRL CSM, Chief Career Management NCO, SPPRS SGM, NGB Chief Religious Affairs NCO, US Army Reserve Command (USARC) Chief Religious Affairs NCO, ACOM Chief Religious Affairs NCO, and ASCC Chaplain SGM.

Chapter 5. Military occupational specialty 56M professional development model

Access the Professional Development Model at the ACT website. It is located under the "Plan" tab at the following URL: <https://actnow.army.mil/>.

Chapter 6. Military occupational specialty 56M Reserve Component

The 56M MOS in the Reserve Component (RC) of the Army represents more than half the enlisted personnel in the Chaplain Corps. RC Religious Affairs Specialists must possess the same qualifications and responsibilities as their RA counterparts per DA PAM 611-21. RC Soldiers should strive for broadening assignments and achieve professional development within the restraints of geography, civilian responsibilities, organizational structure, and funding. Due to these limitations, Soldiers may need to change their MOS or unit in order to achieve career progression. The quality of training that Soldiers receive should be the same as RA Soldiers. The RC NCOES satisfies professional development and functional area requirements. NCOER requirements are the same for both RA and RC NCOs.