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Army Regulation 601-60

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Personnel Procurement

Chaplain Branch Recruiting and Procurement

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Headquarters
Department of the Army
Washington, DC
15 October 1985

SUMMARY of CHANGE

AR 601-60

Chaplain Branch Recruiting and Procurement

This new regulation--

- ° Establishes the Chief of Chaplains Recruitment Program.
- ° Specifies the responsibilities of the Chief of Chaplains, the Chief of the National Guard Bureau, Chief of the Army Reserve, and staff chaplains (para 4).
- ° Establishes the Chaplain Quarterly Recruiting Report (CH-43)(para 6).
- ° Directs staff chaplains to budget and fund recruiting and procurement activities (para 7).

Effective 15 October 1985.

Personnel Procurement

Chaplain Branch Recruiting and Procurement

This UPDATE printing publishes a new Army regulation that is effective 15 October 1985.

By Order of the Secretary of the Army:

JOHN A. WICKHAM, JR.
*General, United States Army
Chief of Staff*

Official:

MILDRED E. HEDBERG
*Brigadier General, United States Army
The Adjutant General*

Summary. This regulation prescribes responsibilities, guidance, and procedures for Army chaplain recruiting. This regulation also provides guidance for funding the Chief of Chaplains Recruitment Program.

Applicability. This regulation applies to the Active Army, the Army National Guard, and the U.S. Army Reserve.

Impact on New Manning System. This regulation does not contain information that affects the New Manning System.

Internal control systems. This regulation is not subject to the requirements of

AR 11-2. It does not contain internal control provisions.

Supplementation. Supplementation of this regulation and establishment of forms other than DA Forms are prohibited without prior approval from HQDA(DACH-PEP), WASH DC 20310-2700.

Interim changes. Interim changes to this regulation are not official unless they are authenticated by The Adjutant General. Users will destroy interim changes on their expiration dates unless sooner superseded or rescinded.

Suggested improvements. The proponent agency of this regulation is the Office of the Chief of Chaplains. Users are invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) directly to HQDA(DACH-PEP), WASH DC 20310-2700.

Distribution. Active Army, ARNG, and USAR—B.

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1. Purpose

This regulation establishes the Chief of Chaplains Recruitment Program. It provides policies, procedures, and responsibilities for recruiting and accessioning chaplains and chaplain candidates.

2. References

a. Required publications.

(1) AR 135-100, Appointment of Commissioned and Warrant Officers of the Army. (Cited in paras 4 and 5.)

(2) AR 140-185, Training and Retirement Point Credits and Unit Level Strength Accounting Records. (Cited in para 4a(8).)

(3) AR 601-70, Voluntary Active Duty with the Chaplain Branch. (Cited in paras 4 and 5.)

b. Related publications.

(1) AR 10-5, Organizations and Functions: Department of the Army.

(2) AR 37-100, The Army Management Structure (AMS).

(3) AR 135-18, Active Duty in Support of the Army National Guard of the United States and the United States Army Reserve.

(4) AR 135-318, Reserve Component Chaplains and Chaplain Candidates (Staff Specialist).

(5) AR 140-1, Mission, Organization, and Training.

c. Prescribed form. DA Form 5453-R, Chaplain Quarterly Recruiting Report (cited in para 6), is a prescribed form.

d. Referenced forms.

(1) DD Form 1610, Request and Authorization for TDY Travel of DOD Personnel.

(2) NGB Form 64, Application for School Training.

(3) DA Form 1058-R, Application for Active Duty Training and Annual Training for Members of the Army Reserve.

3. Explanation of abbreviations

a. AC—Active Component

b. AGR—Active Duty Guard/Reserve

c. ARNG—Army National Guard

d. ARPERCEN—U.S. Army Reserve Personnel Center

e. AT—annual training

f. BMG—budget and manpower guidance

g. CCH—Chief of Chaplains

h. CNGB—Chief, National Guard Bureau

i. CONUS—Continental United States

j. CONUSA—Continental U.S. Army

k. FORSCOM—U.S. Army Forces Command

l. IRR—Individual Ready Reserve

m. MACOM—major Army command

n. MUSARC—Major U.S. Army Reserve Command

o. MUTA—Multiple Unit Training Assemblies

p. NGB—National Guard Bureau

q. OCAR—Office, Chief of the Army Reserve

r. ODCSPER—Office, Deputy Chief of Staff for Personnel

s. POC—point of contact

t. RC—Reserve Component

u. RCPAC—U.S. Army Reserve Components Personnel and Administration Center

v. STARC—State Area Command

w. TPU—Troop Program Unit

x. USAR—U.S. Army Reserve

y. USAREC—U.S. Army Recruiting Command

4. Responsibilities

a. The Chief of Chaplains (CCH), under AR 10-5, is responsible for procuring qualified clergy to serve as chaplains to meet Army requirements. The CCH will—

(1) Establish policy and exercise overall supervision for recruiting and accessioning chaplain candidates and chaplains for the Active Component (AC), Army National Guard (ARNG), and Army Reserve (USAR).

(2) Accession sufficient chaplains annually to—

(a) Meet active duty authorized and budgeted end strengths.

(b) Provide approved applicants for appointment in the ARNG.

(c) Fill unit chaplain vacancies in the USAR Troop Program Units (TPU).

(d) Meet total Army mobilization requirements in the Individual Ready Reserve (IRR).

(3) Support pluralistic practice of religion by procuring clergy from denominational endorsing agencies recognized by the Department of Defense Armed Forces Chaplain Board.

(4) Accession a pool of potential chaplains through the ARNG and USAR Chaplain Candidate Programs.

(5) Emphasize to all denominational endorsing agents the need for quality chaplain candidates and chaplains. Special attention will be given to shortages of particular denominational clergy and to affirmative action goals.

(6) Coordinate participation of the Chief, National Guard Bureau (CNGB), and Office, Chief Army Reserve (OCAR), in this program.

(7) Coordinate Recruitment Program funding and resource and support requirements with the Office of the Deputy Chief for Staff Personnel (ODCSPER), CNGB, OCAR, and U.S. Army Recruiting Command (USAREC).

(8) Coordinate policy with the U.S. Army Reserve Components Personnel and Administration Center (RCPAC) and OCAR for awarding retirement point credits for Reserve chaplain recruiting. (See AR 140-185.)

(9) Arrange the preparation, update, and dissemination of advertising, audio-visual aids, static displays, publications, pamphlets, and brochures for this recruitment program.

(10) Publish recruiting information annually in the Chief of Chaplains Information Letter.

b. The CNGB will—

(1) Assure participation by all appropriate ARNG elements in the CCH Recruitment Program.

(2) Budget and fund ARNG participation in the CCH Recruitment Program and in the ARNG Chaplain Candidate Program.

(3) Within resources, fund Active Duty Guard/Reserve (AGR) Chaplain and Chaplain Assistant positions to recruit Reserve Component (RC) chaplain candidates and chaplains.

(4) Maintain the policy of awarding retirement point credits for chaplain recruiting.

(5) Manage the ARNG Chaplain Candidate Program and report activities in support of this program as indicated in paragraph 6.

c. The Chief of the Army Reserve will—

(1) Assure participation by all appropriate Army Reserve elements in the CCH Recruitment Program and budget and fund USAR participation in this Program and the USAR Chaplain Candidate Program.

(2) Budget and fund AGR Chaplain and Chaplain Assistant positions to recruit chaplain candidates and chaplains.

(3) Maintain the policy of awarding retirement point credits for chaplain recruiting.

d. The U.S. Army Reserve Personnel Center (ARPERCEN) Staff Chaplain will manage the USAR Chaplain Candidate/Staff Specialist Program and will—

(1) Receive, technically review, and track the following:

(a) Applications for the USAR chaplaincy, including applicants for active duty.

(b) Branch transfers into the USAR chaplaincy.

(c) Transfer from the ARNG chaplaincy to the USAR chaplaincy.

(d) Integration into the USAR of chaplains released from active duty.

(2) Provide information to individuals inquiring about the Army Chaplain Candidate Program and the chaplaincy for the ARNG and USAR.

(3) Report activities in support of this program as per paragraph 6. Copies will be sent to OCAR and Staff Chaplain, US Army Forces Command (FORSCOM).

e. The staff chaplains of each major Army command (MACOM), if any, having elements located within the Territorial United States will support Chaplain Branch recruiting and procurement as follows:

(1) Appoint a MACOM level chaplain point of contact (POC) for coordinating chaplain recruiting activities.

(2) Assure budget manpower guidance (BMG) to implement chaplain recruiting activities within the MACOM.

(3) Supervise the CCH Recruitment Program within the MACOM.

(4) Assure periodic training in chaplain recruiting for each chaplain.

(5) Participate in annual recruitment planning activities sponsored by the Staff Chaplain, FORSCOM.

(6) Report activities in support of this program as indicated in paragraph 6.

f. The Staff Chaplain, FORSCOM, will manage the CCH Recruitment Program within FORSCOM, coordinate with other MACOMs and appropriate agencies, and supervise the Program for the ARNG to ensure a total Army recruiting effort. The FORSCOM Staff Chaplain will—

(1) Develop a coordinated 3-year total Army-wide plan for recruiting and accessioning chaplain candidates and chaplains for the ARNG, USAR, and active duty Chaplaincy. This plan will be updated and published annually 9 months prior to the opening of each fiscal year and will be provided to all MACOMs and installations. This plan will include the following:

(a) Recruiting activities within all MACOMs covered by this regulation.

(b) Numerical accessioning goals.

(c) Priority chaplain positions to be filled.

(d) Recruiting training activities.

(2) Formulate the plan with chaplain representatives of all MACOMs and each continental US Army (CONUSA) meeting at his or her direction.

(3) Present the plan at the annual Command Chaplains Conference.

(4) Manage recruiting training activities through the CONUSA chaplains, and monitor recruiting training at appropriate MACOMs.

(5) Coordinate usage of static chaplain displays provided by OCCH.

(6) Prepare and disseminate chaplain interest news releases for publication in denominational news media.

(7) Coordinate, with USAREC and with ARNG and USAR Technician Training Schools, the inclusion of Chaplain Candidate/Chaplain recruiting information in their curricula and training materials.

(8) Assign AGR Chaplain (0-6) at HQ, FORSCOM with primary responsibility for recruitment. The AGR chaplain will serve the normal AGR length of tour unless extended by the CCH, with approval of NGB or OCAR and ODCSPER.

(9) Coordinate the assignment of AGR Chaplain and Chaplain Assistant in each CONUSA Chaplain Office for recruitment. They will serve the normal AGR length of tour unless extended by the CCH, with approval of NGB or OCAR and ODCSPER.

(10) Program, budget, and supervise expenditures of FORSCOM resources for all aspects of FORSCOM chaplain recruiting activities. Appropriate funding should be for the Active Component (AC), the ARNG, and the USAR.

(11) Formulate command operating program BMG goals for implementation of this program by each installation, CONUSA, and Major U.S. Army Reserve Command (MUSARC) 9 months prior to the opening of each fiscal year.

(12) Report activities in support of this program as indicated in paragraph 6.

g. The CONUSA Staff Chaplain is the primary manager for implementing the

CCH Recruitment Program throughout the CONUSA area. The CONUSA Chaplain will—

(1) Under the FORSCOM Chaplain, manage the CCH Recruitment Program for the USAR and supervise the Program for the ARNG.

(2) Supervise the AGR Chaplain and chaplain assistant personnel, provided under f(9) above in implementing the Recruitment Program in the Reserve Component (RC).

(3) Direct the AGR Chaplain to—

(a) Maintain a data base of unit vacancies in the ARNG and USAR in the CONUSA area.

(b) Provide information packets and application packets, as requested.

(c) Monitor applications for appointments to fill unit vacancies indicated by established procedures, such as the Intensively Managed Force and denominational balance.

(d) Provide information by means of telephone, written communication, interviews, and meetings concerning appointment procedures under AR 135-100.

(e) Collect and compile information for recruiting reporting and transmit such information to FORSCOM.

(f) Plan, conduct, and evaluate periodic recruitment training for the ARNG and USAR chaplains in the CONUSA area.

(g) Develop, coordinate, and implement a comprehensive program to visit educational institutions, ecclesiastical officials, and gatherings of the clergy.

(h) Serve as CONUSA POC for coordinating installation recruitment activity.

(i) Serve as CONUSA POC for supporting ARNG recruiting activity.

(j) Serve as CONUSA POC for coordinating MUSARC recruiting activity.

(k) Provide technical review for all USAR chaplain and chaplain candidate applications.

(l) Provide technical review support for all ARNG chaplain and chaplain candidate applications.

(m) Be primary recruiter for the CONUSA Chaplain.

(4) Program, budget, and supervise expenditure of CONUSA resources for all aspects of CONUSA chaplain recruiting activities.

(5) Publish command operating program BMG goals for implementation of this program by each MUSARC and make available similar guidance, on request, to State Area Commands (STARC).

(6) Maintain liaison with denominational endorsing agents in support of recruitment.

(7) Upon receipt of an application, in coordination with the STARC/MUSARC senior supervisory chaplain, appoint a chaplain sponsor for the applicant.

(8) Report activities in support of this program as indicated in paragraph 6.

h. MUSARC and STARC chaplains will manage this program within their respective commands, and actively recruit chaplain candidates and chaplains. These chaplains will—

(1) Supervise recruiting activities of subordinate command chaplains.

(2) Provide training in support of the CCH Recruitment Program.

(3) Coordinate retirement point credits for recruiting activities.

(4) Budget for activities in support of the MUSARC/STARC CCH Recruitment Program.

(5) Serve as primary coordinator of chaplain applicant interviews under AR 135-100.

(6) Encourage ARNG and USAR chaplain participation in active recruitment, to include—

(a) Clergy and seminary visitations in coordination with the CONUSA chaplain.

(b) Invitations to clergy and seminarians to visit Multiple Unit Training Assemblies (MUTA) and annual training (AT).

(c) Participation in community programs as a representative of the Chaplaincy.

(7) Report activities in support of the CCH Recruitment Program as indicated in paragraph 6:

i. Installation chaplains will manage the CCH Recruitment Program at their installations. Installation chaplains will—

(1) Appoint a chaplain POC to advise and assist in the implementation of this program.

(2) Coordinate implementation of this program with the supervising MACOM chaplain.

(3) Coordinate with the CONUSA Chaplain for conducting recruiting training.

(4) With approval of the CONUSA Chaplain, establish liaison with nearby seminaries and clergy groups.

(5) Prepare and present chaplain activity briefings in the civilian sector.

(6) Ensure that the installation Public Affairs Office announces significant chaplain activities to the local media.

(7) Coordinate and host local clergy and seminarians for installation tours, clergy day activities, and religious-social activities.

(8) Counsel each assigned chaplain who honorably separates from active duty concerning the potential of continuing service as an ARNG or USAR chaplain.

(9) Supervise chaplain candidate training where applicable.

(10) Invite ARNG and USAR chaplains in the area to appropriate installation chaplain training.

(11) Maintain and disseminate chaplain recruiting materials and information.

(12) Budget and supervise execution of local funding for activities directed toward chaplain recruiting.

(13) Coordinate post-wide chaplain participation in the CCH Recruitment Program.

(14) Act as a POC for chaplain applicants requiring an interview per AR 601-70 or AR 135-100 where no ARNG or USAR chaplain is available, and coordinate this interview with the CONUSA chaplain.

(15) Report activities in support of this program per paragraph 6.

j. Each chaplain will—

(1) Use opportunities to inform members of the civilian sector about chaplain activities.

(2) Generate interest in the AC, ARNG, and USAR Chaplaincy, maintaining close liaison with his or her particular—

(a) Ecclesiastical endorsing agent.

(b) Denominational clergy and seminarians.

(c) Clergy conferences.

(d) Ministerial associations.

(e) Seminaries.

(f) Potential chaplain applicants.

(3) At the direction of the CONUSA, STARC, or installation chaplain, conduct interviews of chaplain applicants (AR 601-70 or AR 135-100) as required, and submit the statement of interview to DACH-PEP.

(4) Implement chaplain recruiting activities required under this regulation.

(5) Report personal recruiting activities to the supervisory chaplain as required.

5. Focus of recruiting and initiatives

a. This program will focus on attracting highly qualified and motivated clergy who meet the requirements for appointment under AR 135-100 for ARNG and USAR chaplains and for concurrent active duty under AR 601-70.

b. Special recruiting emphasis will be directed toward individuals who are qualified to satisfy a specific need of the Army Chaplaincy.

(1) Chaplain recruiters will place greatest emphasis on attracting chaplain candidate and chaplain applicants from shortage denomination, minority, and female clergy and seminarians. Active duty chaplain accessions will be directed toward support of the denominational balance required to ensure free exercise of religion and support of the Army's Affirmative Action Program.

(2) Recruiting publications, audio-visual aids, displays, and programs will be prepared to include the activities of chaplains representing shortage denominations, minorities, and women in the Chaplaincy.

(3) FORSCOM will coordinate with ARPERCEN and with CONUSAs and STARCs for special appearances of AC, ARNG, and USAR chaplains and chaplain candidates representing shortage denominations, minorities, and women for high visibility recruiting programs.

c. Additional focus on recruiting will be provided by the Chief of Chaplains' annual statement of goals and objectives.

6. Chaplain Quarterly Recruiting Report (RCS CH-43)

a. Preparers, routing, and due dates. (Telephonic reports (using the format found on DA Form 5453-R) below CONUSA and MACOM level are encouraged.)

(1) The FORSCOM Chaplain will provide CCH with a consolidated CONUS-wide report by the 20th calendar day after the close of each quarter.

(2) Commanders of MACOMs (including Alaska and Hawaii; excluding oversea

MACOMs that are exempt and MACOMs not having an assigned staff chaplain) will—

(a) Consolidate reports from subordinate activities.

(b) Submit reports to Cdr, FORSCOM, ATTN: AFCH, Fort McPherson, GA 30330-5000 by the 10th day of each quarter.

(3) Active Army installations will report to their MACOMs (and send an info copy to the area CONUSA) by the 5th calendar day of each quarter.

(4) USAR, MUSARCs, and STARCs will submit reports to their area CONUSAs by the 5th calendar day of each quarter.

(5) ARPERCEN will report directly to CCH and send a copy of DA Form 5453-R to the FORSCOM chaplain by the 10th calendar day of each new quarter.

(6) CONUSAs will—

(a) Consolidate ARNG and USAR feeder reports and their own chaplain recruiting activity statistics on DA Form 5453-R.

(b) Submit the consolidated reports to the FORSCOM Chaplain by the 10th calendar day of each new quarter.

b. Format.

(1) DA Form 5453-R, Chaplain Quarterly Recruiting Report, will be reproduced on 8½- by 11-inch paper. This form is located at the back of this regulation.

(2) Automatic data submissions are authorized.

c. Frequency and as of date.

(1) Report quarterly for the preceding quarter.

(2) The FORSCOM Chaplain will submit a year-end summary with the fourth quarter report on 20 October (as of 30 September).

d. General guidance.

(1) Reported data will include the last day of the month.

(2) Each command will furnish only the information requested in its column (a through g). The data will be divided according to component in columns h through j. Column k should equal the number in the command column.

(3) No input is required in shaded areas.

(4) Installations, MUSARCs, and STARCs only report chaplain recruiting information within their command.

(5) ARPERCEN reports only chaplain recruiting activity at its own headquarters. It does not consolidate any other reports.

(6) FORSCOM, MACOMs, and CONUSAs consolidate reports of subordinate commands and include their own recruiting activity statistics.

e. Specific guidance.

(1) Section B, items 5 through 9.

(a) Installations report statistics applying to a 50 mile radius.

(b) Other commands report statistics applying to their own areas of responsibility.

(2) Section C, item 4.

(a) Installations and NGB do not report.

(b) MUSARCs and ARPERCEN report only USAR data.

(c) STARCs report only ARNG data.

(d) CONUSAs report consolidated ARNG and USAR data, but do not report IRR data.

7. Funding

a. Funding for the CCH Recruitment Program is the responsibility of all levels of command.

(1) Program and budget documents at Headquarters, Department of the Army, MACOMs with assigned staff chaplains, FORSCOM, CONUSAs, and MUSARCs will provide support for chaplain recruiting at subordinate levels.

(2) Similar documents will be provided by CNGB and STARCs for subordinates.

b. Commanders may authorize ARNG and USAR chaplains' and chaplain's assistants' man days, per diem and travel for activities in support of the CCH Recruitment Program.

(1) ARNG personnel will submit—

(a) NGB Form 64 (Application for School Training) to attend approved recruiting training schools.

(b) DD Form 1610 (Request and Authorization for TDY Travel of DOD Personnel) and will request orders to temporary active duty for direct recruiting activity.

(2) USAR personnel will submit DA Form 1058-R (Application for Active Duty Training and Annual Training for Members of the Army Reserve) and DD Form 1610 (Request and Authorization for TDY Travel of DOD Personnel), as required, for recruitment training and direct recruiting activity.

c. Commanders may authorize per diem and travel for Active Component in support of the CCH Recruitment Program.

d. CCH will identify and provide resources required for Army-wide audio-visual aids, static displays, publications, pamphlets, brochures, and media advertising in support of this program.

e. CCH will provide special recruiting initiatives in support of critical shortages in the Chaplaincy. This includes maintaining denominational balance in the Chaplaincy and meeting affirmative action goals.

f. Supplemental CCH funding may be requested to augment local command funding to implement CCH Recruitment Program activities.

CHAPLAIN QUARTERLY RECRUITING REPORT

For use of this form, see AR 601-60; the proponent agency is the Office of the Chief of Chaplains

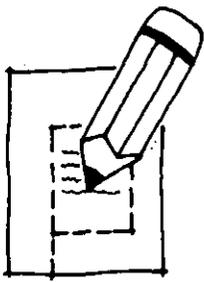
**REQUIREMENT CONTROL
SYMBOL CH-43**

REPORT FOR	DATE	COMMAND						COMPONENT				
		a	b	c	d	e	f	g	h	i	j	k
FISCAL YEAR _____ QUARTER _____		INSTALLATION	MUSARC	STATE ARNG	CONUSA	MACOM	ARPERCEN	NATIONAL GUARD BUREAU	NUMBER FOR USAR	NUMBER FOR ARNG	NUMBER FOR ACTIVE DUTY	TOTAL
ADDRESS OF REPORTING OFFICE AND AUTOVON NUMBER												
NAME AND SIGNATURE OF PREPARER (Type name)												
<p><i>NOTE: A shaded area indicates that no report is required from your headquarters.</i></p>												
SECTION A. RECORD THE NUMBER OF THE FOLLOWING												
1. RECRUITING INQUIRIES RECEIVED												
2. INFORMATION PACKETS SENT/GIVEN TO INDIVIDUAL PROSPECTS												
3. APPLICATION PACKETS SENT/GIVEN TO INDIVIDUAL PROSPECTS												
4. APPLICATIONS IN PROCESS WITHIN THE REPORTING HEADQUARTERS												
5. APPLICATIONS FORWARDED TO CCH OR NGB												
6. CCH APPROVED APPLICATIONS FOR THE COMMAND												
7. REJECTED APPLICATIONS FOR THE COMMAND												
8. CHAPLAINS COMMISSIONED FOR THE COMMAND AS A RESULT OF RECRUITMENT												
SECTION B. RECORD THE NUMBER OF THE FOLLOWING												
1. RECRUITING VISITS TO SEMINARIES												
CATHOLIC												
PROTESTANT												
JEWISH												
OTHER												
2. RECRUITING VISITS TO CLERGY GROUPS AND CHURCH HEADQUARTERS												
3. RECRUITING VISITS WITH INDIVIDUAL CLERGY AND OTHER PROSPECTS												
4. CHAPLAINS SPECIFICALLY ASSIGNED RECRUITING RESPONSIBILITIES												
5. USAR CHAPLAIN CANDIDATES												
6. ARNG CHAPLAIN CANDIDATES												

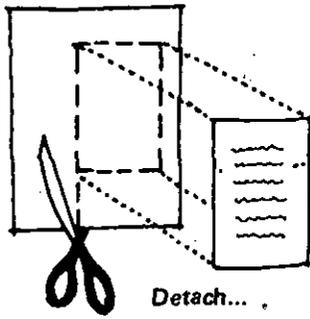
	a	b	c	d	e	f	g	h	i	j	k
7. INDIVIDUAL READY RESERVE (IRR) CHAPLAINS											
8. TROOP PROGRAM UNIT (TPU) CHAPLAINS											
9. ARMY NATIONAL GUARD (ARNG) CHAPLAINS											
SECTION C. RECORD THE NUMBER OF THE FOLLOWING											
1. INDIVIDUALS COMMISSIONED INTO THE RESERVE COMPONENT CHAPLAINCY THIS FISCAL YEAR											
2. INDIVIDUALS COMMISSIONED AS CHAPLAIN CANDIDATES THIS FISCAL YEAR											
3. END OF QUARTER RESERVE COMPONENT CHAPLAIN VACANCIES FOR											
ARNG											
USAR (TROOP PROGRAM UNITS)											
USAR (INDIVIDUAL READY RESERVE)											
4. CHAPLAINS COMMISSIONED BY THE AFFIRMATIVE ACTION CATEGORIES LISTED BELOW											
CATEGORY	USAR				ARNG						
	CHAPLAIN	CHAPLAIN CANDIDATE	CHAPLAIN	CHAPLAIN CANDIDATE							
A. DENOMINATION											
(1) PROTESTANT											
(2) CATHOLIC											
(3) JEWISH											
(4) OTHER											
B. GENDER											
(1) MALE											
(2) FEMALE											
C. RACIAL GROUP											
(1) AMERICAN INDIAN/ ALASKAN NATIVE											
(2) HISPANIC											
(3) ASIAN/PACIFIC ISLANDER											
(4) CAUCASIAN											
(5) BLACK											
(6) OTHER/UNKNOWN											



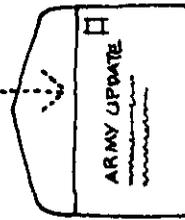
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