



CHAPLAIN MINISTRIES HANDBOOK

MILITARY CHAPLAIN

**For individuals desiring EFCA Ecclesiastical Endorsement
in branches or reserved components with the
United States Armed Forces**

Revised June 2026



EFCA MILITARY CHAPLAINS AND CANDIDATES

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EFCA MILITARY CHAPLAINS AND CANDIDATES

Revised June 2026

This document provides parameters and guidelines for military chaplains and candidates desiring Ecclesiastical Endorsement by the Evangelical Free Church of America (EFCA) with a branch of the military (Army, Air Force, or Navy) or their respective reserve components (i.e., Army National Guard, Air Guard, and Reserves). It provides an overview of the process to become endorsed and expectations while serving as an EFCA chaplain.

Chaplains carry dual responsibility to the EFCA denomination and to their respective military branch of service.

Military chaplain candidates who have not completed required schooling and Practical Ministry Experience (PME) should also read the candidate section found later in this handbook.

What Does It Mean to Be an EFCA Chaplain?

The EFCA will only endorse fully formed, fully equipped ministers of the Gospel to serve as military chaplains. EFCA Chaplains are ministers of the gospel of Jesus Christ with a specific vocational calling to serve in a branch of the military. Responsibilities will include preaching, teaching, counseling, and pastoral care according to EFCA doctrine and distinctives. Additional expectations include managing religious affairs and other administrative and organizational demands.

Chaplains are an extension of the Church in pluralistic and cultural settings. They advise and assist commanding officers to assure military service members are given free exercise of religion pursuant to the first amendment of the United States Constitution. Because of the impracticality of providing clergy of every faith or denomination at a military command, chaplains:

- (a) make provision for meeting the religious needs of those who are adherents of other churches, and
- (b) cooperate with other chaplains in meeting the religious needs of members of the chaplain's own faith group.

What is a Statement of Ecclesiastical Endorsement?

An Ecclesiastical Endorsement is an official document (Department of Defense Form 2088) completed by the Chaplain Endorser certifying the chaplain:

- (a) has obtained practical ministry experience (PME),
- (b) has completed the ministerial credentialing requirements and standards of his/her faith group and remains in good standing, and
- (c) is competent and recommended for ministry to the military branch the individual has applied.

An Ecclesiastical Endorsement is required by all military branches and reserve components for service as a chaplain. The Ecclesiastical Endorsement alone is not sufficient for obtaining chaplain positions.

General Requirements for EFCA Chaplains Desiring Ecclesiastical Endorsement

A military chaplain must be qualified and competent in ministry, and also competent in the military. You must meet both military and EFCA requirements.

Department of Defense (DOD) Military Requirements:

Note: Each branch (Army, Air Force, and Navy) varies somewhat in determining its own requirements.

- ☐ Be a U.S. citizen.
- ☐ Age requirements for the specific branch and component you are seeking.
- ☐ A baccalaureate degree from an accredited educational institution (at least 120 semester hours)
- ☐ A graduate level theological degree (such as M.Div.) from an accredited educational institution (minimum 72 hours). A person may not combine degrees (or programs) to qualify for the 72-hour minimum. The EFCA recommends the 96-hour M.Div. program for military chaplain applicants.
- ☐ Practical Ministry Experience (PME) within the local church setting following your graduate degree. This means that the applicant has sufficient pastoral experience to function as a chaplain to Soldiers, Sailors, Airmen, Marines and Guardians prior to beginning active chaplain service. Some waivers may be granted for PME outside of the local church context or for military necessity. Ministry prior to seminary or during seminary is usually not accepted by the military. **NOTE: The EFCA requires a three-year PME which is of a higher standard than military requirements.**
- ☐ You must pass the Armed Forces physical examination and meet physical fitness standards.
- ☐ Must pass a background check and obtain a security clearance.
- ☐ No convictions by courts-martial or civilian courts (except minor traffic violations)
- ☐ No record of disciplinary action, financial irresponsibility, domestic violence, or child abuse.

EFCA Requirements for Chaplains (In addition to the above military requirements):

- ☐ Read the EFCA Chaplain Handbook. If you have questions about any of the information contained in the Handbook, contact the EFCA Chaplain Endorser.
- ☐ Show evidence of a willingness to minister in a pluralistic environment without compromising personal convictions or the [EFCA Statement of Faith](#).
- ☐ Read "[Where We Stand in the EFCA: Denials and Affirmations](#)". This reflects the ethos and commitments of the EFCA. For a commentary and biblical explanation of these convictions click [here](#). If you are unable to affirm these statements, contact the EFCA Chaplain Endorser to discuss.
- ☐ Be a member in good standing and maintain membership in a local EFCA church throughout your endorsement as a chaplain.
- ☐ Submit the completed Application for Endorsement (including all forms, references, testimony, and other data) to the EFCA Chaplain Endorser for their review and action.
- ☐ Be credentialed by the EFCA.
EFCA Credentialing information can be found under "[Obtain a Credential](#)" at EFCA.org.
Before beginning the credentialing process, contact the district where you reside to learn about their specific process. Contact information for the [districts](#) can be found on [EFCA.org](#).
 1. A Ministry License: Three-Year Renewable or Ministry License: Five-Year Non-Renewable is the **first credential you will need to obtain.**
 2. Military Chaplains are required to obtain an EFCA Certificate of Ordination (for men) and a Certificate of Christian Ministry (for women) before your chaplaincy begins.**Note: The Ministry License must be obtained prior to the Certificate of Ordination or Certificate of Christian Ministry.**

The military and EFCA will conduct separate interviews prior to the accession of a chaplain into their respective military chaplaincy program.

Guidance Statement for Endorsed Chaplains Regarding Marriage and Related Functions

In view of the June 2013 ruling by the Supreme Court regarding the unconstitutionality of the Defense of Marriage Act (DOMA), military chaplains must remain faithful to the biblical and historic pattern of marriage as well as biblical human sexuality as outlined in the Scriptures. Marriage remains clearly defined, in Scripture, as between one man and one woman.

EFCA Chaplains should not violate nor compromise their own convictions, nor should they ignore the biblical principles and injunctions of marriage by participating, conducting, leading, or directing same-sex marriage ceremonies. EFCA chaplains cannot minister in a context that would give any appearance of condoning the homosexual lifestyle or other ungodly sexual behavior whether in a pre-marriage counseling session or in a retreat setting when same-sex couples are attending.

However, this does not prohibit chaplains from engaging in teaching or training those of different sexual orientation or behavior if it does not compromise the chaplain's religious beliefs or the EFCA's stance on non-biblical lifestyles. **Notification of the Endorser is required if you are asked to be the trainer for this kind of training.**

We ask each chaplain to be mindful of how each ministry encounter might bring balance between our calling to proclaim God's Word to the lost, loving all peoples while maintaining fidelity to our understanding of the Holy Scriptures in regard to the homosexual lifestyle, same-sex couples, and gender dysphoria.

In summary, while military chaplains are given ample opportunities and leeway to be servants to 'perform' or 'provide' for their constituents and service members, a clear line must be drawn by the chaplain when tasked or encouraged to perform in any compromising context that condones, encourages or blesses a behavior that contradicts the clear teachings of Scripture.

See Appendix D: Biblical Sexuality and the Covenant of Marriage: Resolution (2017)

What the EFCA Endorser should expect from the endorsed chaplain:

- Personal conduct and a high level of spiritual maturity in accordance with a minister of the gospel.
- Doctrinal alignment to the EFCA Statement of Faith
- Complete the additional EFCA requirements to maintain your credential while serving in a non-EFCA ministry:
 - a. Membership in a local EFCA church.
 - b. Accountability to the District Superintendent (or district representative) where you reside stateside.
 - c. Semi-annual chaplain ministry reports, sent to the Endorser, are due June and December of the calendar year. Completed reports should be sent to: Chaplains@efca.org or EFCA Chaplains, 901 East 78th Street, Minneapolis, MN 55420-1300. The report summarizes your ministry and provides the EFCA with updated information. A form is provided in this document.
 - d. Attendance at one of the following EFCA events: EFCA One, the EFCA Theology Conference, your EFCA district conference, or an EFCA Chaplain conference function (minimally) every other year.
- The endorsee shall keep the Endorser informed of new assignments, promotions, deployments (of longer than 90 days), permanent changes station (PCS), schools attending, changes in email, mailing address, phone numbers, or other pertinent information.

- The endorsee shall contribute annual dues to be received by the first of October each calendar year. (See Appendix A, “EFCA Chaplains Schedule of Annual Dues”).
- Remain vigilant to reaffirm the EFCA Statement of Faith every 3 years to maintain your Certificate of Ordination and Endorsement.
- All Chaplains will report any pending adverse actions toward them or if you are being passed over for promotion or are in trouble for criminal or theological reasons to the Chaplain Endorser as soon as they are aware of such actions. This is an obligation, not a request.

Note: Chaplains who carry a dual role as a local pastor and a part-time chaplain will be expected to maintain their primary accountability to their local district and a secondary accountability to the EFCA Endorser.

What the endorsed chaplain should expect from the EFCA Endorser:

- An endorsed chaplain may request an updated endorsement (as required) if they meet the expectations listed above.
- The endorsee may expect official representation from the EFCA Chaplain Endorser to:
 - The office of the various Chiefs of Chaplains.
 - Organizations such as Evangelical Chaplains Commission (ECC), the National Conference on Ministry to the Armed Forces (NCMAF), the Armed Forces Chaplains Board (AFCB).
- The endorsee may expect from the EFCA Endorser appropriate and timely chaplain-related information, and counsel regarding important trends, required data, and news vital to all endorsed chaplains.
- The chaplain can expect to be provided with counsel and support from the Chaplain Endorser when questions of concern arise that impact ministry or other professional duties.
- The endorsed chaplain may expect the prayers and support of the EFCA Endorser.
- If the chaplain has been accused of or adversely treated, the EFCA Endorser will act as an advocate for the chaplain.

Withdrawal of Ecclesiastical Endorsement

An Ecclesiastical Endorsement may be withdrawn by the EFCA Chaplain Endorser upon:

- A valid request from the individual.
- Failure to maintain their EFCA credential or abide by the EFCA policies, the EFCA Statement of Faith, or the Chaplain Handbook.
- Causes such as illegal conduct, moral failure, or incompetency in performing assigned tasks.
- Failure to meet such standards as non-payment of annual dues or submission of regular reports.

In case of moral failure or illegal conduct, the EFCA Chaplain Endorser will inform the EFCA Board of Ministerial Standing (BOMS) of the incident. BOMS is responsible for adjudicating all charges and prescribe appropriate disciplinary action for any minister holding an EFCA credential.

Summary

In view of the responsibility to God, the EFCA, and their local EFCA church as well as the military branch to which chaplains serve, the ministerial credential and Ecclesiastical Endorsement are important steps in the chaplain’s call to ministry. The Endorsee and Endorser are obliged to maintain a constant vigil to see that the EFCA Statement of Faith is upheld and mutual responsibilities indicated in the EFCA Chaplain Handbook are being fulfilled in a manner that is pleasing to the Lord and in keeping with the tenets of our Faith.



MILITARY CHAPLAIN SEMI-ANNUAL REPORT
Evangelical Free Church of America

Please send this report to: Chaplains@efca.org or
EFCA Chaplain Ministries, 901 East 78th Street, Minneapolis, MN 55420-1300
and your home church leadership

Report Ending 30 June 20____ or Ending 31 Dec 20____

Name: _____ Rank: _____

Home Address: _____ City, ST _____

Cell: _____ Phone (2): _____

Preferred Email (1): _____ Email (2): _____

Church Membership: _____ City, ST _____

Is this an EFCA church? Yes ☐ No ☐ Note: Endorsed chaplains are REQUIRED to maintain local EFC church membership throughout their time of endorsement. Discuss with Chaplain Endorser if unable to fulfill.

Branch of Service: _____ Active ☐ Reserve ☐

Duty/Unit Assignment: _____

Check the ministries you were involved in during this past year:

- | | | |
|---|---|---|
| ☐ Chapel Leadership | ☐ Counseling | ☐ Administration |
| ☐ Duty Station Worship | ☐ Visitations | ☐ Bible Studies |
| ☐ Preaching/Teaching | ☐ Special Project(s) _____ | |

Deployed – TDY/TAD: _____

Date selected for promotion: _____ Promotion effective date: _____ Grade: _____

Release date: _____ Resignation date: _____ Retirement date: _____

Next assignment known/where: _____ PCS date: _____

Did you attend an EFCA training event this past year? ☐ Yes ☐ No

If so, which event? _____

MILITARY CHAPLAIN SEMI-ANNUAL REPORT

NARRATIVE REPORT: Please describe your ministry. Feel free to use another sheet of paper if more space is needed.

1. Include special projects and significant events in this period.
2. Personal comments regarding your family, your tour of duty, prayer needs, or suggestions of how the EFCA or Endorser may assist you.

Signature: _____ Date: _____

Reminder: Annual dues are to be paid by 1 October of the calendar year. See EFCA Chaplains Schedule of Annual Dues (Appendix A) in the Chaplain Handbook for the amount of your dues and instructions regarding how to submit payment.

MILITARY CHAPLAIN CANDIDATES

The following section is for candidate chaplains desiring Ecclesiastical Endorsement with a branch of the military (Army, Air Force, or Navy) or their respective reserve components (i.e., Army National Guard, Air Guard, and Reserves).

The candidate program allows seminary or graduate-level theology students to become qualified and competent to effectively employ ministry skills and practice their faith in a military context while completing educational and practical ministry experience requirements. In addition, they must also meet the requirements of their respective military branch's specific policies and regulations.

Chaplain candidates are not fully regarded as a chaplain until all military and EFCA requirements have been completed and the candidate has had their **public credentialing ceremony to complete the process of obtaining the EFCA Certificate of Ordination (for men) or the Certificate of Christian Ministry (for women)**. *Prior to obtaining these credentials, a candidate must have held an EFCA Ministry License: Three-Year Renewable or Ministry License: Five-Year Non-Renewable.*

The prospective chaplain candidate, if accepted into the program, is commissioned as an officer in the Military Department's Reserve Components. Chaplain candidates are not authorized to serve as, or in place of, chaplains.

- Commissioning will require duty one weekend a month and two weeks in the summer while in the chaplain candidate program.
- Most programs will require that the chaplain candidate take the Basic School Chaplain training during (or immediately following) seminary training.

Note: Each branch has separate and specific requirements for its Chaplain Candidate Program.

- The Army and Air Force chaplain candidate program is a maximum of six years.
- The Navy Chaplain Candidate program is a maximum of eight years.

The candidate will not be issued an Ecclesiastical Endorsement as a chaplain until all military and EFCA requirements have been fulfilled.

Seminarians may apply for the Chaplain Candidate program of the respective military branch if they have less than half of their degree program completed. The seminarian will also be required to obtain an Ecclesiastical Endorsement from the EFCA Endorser for the Chaplain Candidate program that is only good for the candidate program and does not carry past the chaplain candidate program. A new Ecclesiastical Endorsement will be required when the individual moves from candidate to chaplain status.

Expectations of the Military Chaplain Candidate:

To be issued an Ecclesiastical Endorsement, the candidate must have the maturity and educational aptitude to meet the demands of chaplaincy and also be competent in the military. You must meet the general requirements of both the military and the EFCA.

Department of Defense (DOD) Military General Requirements for Ecclesiastical Endorsement:

Note: Each branch (Army, Air Force, and Navy) varies somewhat in determining its own requirements.

- ☐ Be a U.S. citizen.
- ☐ Age requirements for the specific branch and component you are seeking.
- ☐ A baccalaureate degree from an accredited educational institution (at least 120 semester hours)

- ☐ A graduate level theological degree (such as M.Div.) from an accredited educational institution (minimum 72 hours). A person may not combine degrees (or programs) to qualify for the 72-hour minimum. The EFCA recommends the 96-hour M.Div. program for military chaplain applicants.
- ☐ Practical Ministry Experience (PME) within the local church setting following your graduate degree. This means that the applicant has sufficient pastoral experience to function as a chaplain to Soldiers, Sailors, Airmen, Marines and Guardians prior to beginning active chaplain service. Some waivers may be granted for PME outside of the local church context or for military necessity. Ministry prior to seminary or during seminary is usually not accepted by the military. **NOTE: The EFCA requires a three-year PME which is of a higher standard than military requirements.**
- ☐ You must pass the Armed Forces physical examination and meet physical fitness standards for your branch.
- ☐ Must pass a background check and obtain a security clearance.
- ☐ No convictions by courts-martial or civilian courts (except minor traffic violations)
- ☐ No record of disciplinary action, financial irresponsibility, domestic violence, or child abuse.

EFCA General Requirements for Ecclesiastical Endorsement: *(In addition to the military requirements):*

- ☐ Read the EFCA Chaplain Handbook. If you have questions about any of the information contained in the Handbook, contact the EFCA Chaplain Endorser.
- ☐ Show evidence of a willingness to minister in a pluralistic environment without compromising personal convictions or the [EFCA Statement of Faith](#).
- ☐ Read “[Where We Stand in the EFCA: Denials and Affirmations](#)”. This reflects the ethos and commitments of the EFCA. For a commentary and biblical explanation of these convictions click [here](#). If you are unable to affirm these statements, contact the EFCA Chaplain Endorser to discuss.
- ☐ Be a member in good standing and maintain membership in a local EFCA church throughout your endorsement as a chaplain.
- ☐ Submit the completed Application for Endorsement (including all forms, references, testimony, and other data) to the EFCA Chaplain Endorser for their review and action.
- ☐ Be credentialed by the EFCA.

EFCA Credentialing information can be found under “[Obtain a Credential](#)” at EFCA.org.

Before beginning the credentialing process, contact the district where you reside to learn about their specific process. Contact information for the [districts](#) can be found on [EFCA.org](#).

1. A Ministry License: Three-Year Renewable or Ministry License: Five-Year Non-Renewable is the **first credential you will need to obtain.**
2. Military Chaplains are required to obtain an EFCA Certificate of Ordination (for men) and a Certificate of Christian Ministry (for women) before your chaplaincy begins.

Note: The Ministry License must be obtained prior to the Certificate of Ordination or Certificate of Christian Ministry.

The military and EFCA will conduct separate interviews prior to the accession of a chaplain into their respective military chaplaincy program.

- Candidates will pay annual dues of \$50 due by October 1 (see Appendix A for payment instructions).
- Candidates will remain in contact with the Endorser and submit an annual report at the end of each calendar year to him. The annual report form follows this section.

Guidelines for Chaplain Candidates

Don't let anyone look down on you because you are young, but set an example for the believers in speech, in life, in love and in purity. 1 Timothy 4:12 (NIV)

GOAL

An effective military chaplain is not just an ordained minister who happens to be in the military, but a true military minister. This requires not only that a prospective chaplain become fully qualified and fully competent in ministry, but also fully competent in the military.

The primary task of the chaplain candidate is to develop the ability to do effective ministry in the military. Chaplain candidates are not chaplains, their goal is essentially educational. The design of practical and unit assignments is first of all to train in military ministry. Chaplain candidates are evaluated as students not as practitioners.

It follows then, that the training chaplain candidates receive in practice, and attachment to units is to be done only under the supervision of an experienced chaplain. Through the mentoring of senior chaplains, the candidate is able to develop his or her ability to effectively employ ministry skills in the unique culture of the various military services.

This primary focus will impact the kind of ministry that a chaplain candidate does and the way he or she does it. The chaplain and the chaplain candidate are in a unique situation in the military. Seminary training and denominational credentialing ensure that they are or will be fully qualified as spiritual leaders for the church. Chaplains and candidates must answer to their own faith group on matters of faith and practice. The military training then is aimed at ensuring that chaplains are able to represent and practice that faith in a military context.

GUIDELINES

As a non-sacramental church, the EFCA gives considerable leeway for lay people to conduct ordinances and other practices that in many denominations are strictly reserved to ordained clergy. This can lead to some confusion as to how much a chaplain candidate should do in the way of tasks normally associated with the pastoral ministry of ordained clergy. These guidelines are designed to assist chaplain candidates in determining what pastoral ministries they can and should undertake as chaplain candidates.

In general, again, chaplain candidates are not chaplains or even assistant chaplains. As those who receive academic evaluations instead of officer efficiency reports, they first of all, should be compliant with the direction of their supervisory chaplain as long as that direction does not violate EFCA faith and practice.

With that understanding, some guidelines for EFCA chaplain candidates follow.

Preaching

A central part of EFCA pastoral work and worship is preaching. Given the opportunity to preach, chaplain candidates should do so. What and how one preaches is a function of training and faith traditions, and Free Church candidates should practice using the voice God is giving them to preach the Word. It is also valuable for chaplain candidates to get feedback from supervisory chaplains on the practical matters of communicating to a military congregation.

Baptism

It is not recommended that candidates baptize. Although individual Free Churches may permit lay people to conduct the ordinance of baptism, the understanding of the theology of baptism, especially in a military context, is complex and rife with confusion. In view of this fact taken with the limited time frames for chaplain candidate ministry, baptism is better left to chaplains.

Communion

For service members, communion often takes on a significance that is greater than one would typically find in most EFCA churches. Chaplain candidates often will be called upon to conduct communion services in the field or chapel during their training. Candidates can conduct such services. It is strongly recommended that they only do so in close consultation and under the supervision of a chaplain. In doing communion, it is important that a candidate think carefully about her or his theology of communion and the practical impact that has on conducting a communion service.

Weddings

State laws determine the requirements for being the presiding official at weddings. The legal requirements vary considerably. With a few exceptions, however, the minimum requirement is a valid clergy credential. Furthermore, military marriages pose a number of issues that require a solid grounding in the doctrine of marriage and its practical ramifications. In view of this, candidates should not conduct weddings.

Child Dedication

Although in the EFCA, this is not even viewed as an ordinance, the fact is that it is widely associated or confused with baptism. For very similar reasons to those given for not doing baptisms, candidates should not do dedications.

Counseling

Candidates will have ample opportunity to talk to service members with a variety of problems and concerns. One need not be a trained pastoral counselor in order to be of great help to a troubled person by listening and reflecting God's love. At the same time, candidates need to be aware that many of the counseling issues that chaplains deal with have to do with regulations, customs and practices of the military with which they not be fully familiar. It is important in these matters and those involving serious mental, psychological or emotional distress that the candidate have close supervision from and consultation with a supervisory chaplain. It is also absolutely imperative that candidates are up to speed on privileged communication and confidentiality before engaging in formal or informal counseling. You should get clarification as soon as possible from your supervisory chaplain on the guidelines of your service and your status in this very important matter.

Memorial Services and Funerals

As this does not involve an ordinance, there is nothing to prohibit a chaplain candidate from conducting a funeral or memorial service from the perspective of the EFCA. However, candidates need to be aware that practices and customs of various ceremonies and services are often carefully prescribed by the respective services. A candidate should only do these in close consultation with a supervisory chaplain.

Lead Worship and Bible Studies

Such ministry activities are a good place for candidates to get ministry experience. As in other areas of ministry, candidates should take advantage of supervisory chaplains' experience and guidance in sharpening ministry skills.

Official Prayers

Prayer is our spiritual lifeline. Someone said preachers should be ready to preach, pray or die at any time. Official prayers are a wonderful opportunity to represent faith and spiritual values to a wide and diverse audience. As such, when they do deliver such prayers, chaplains and candidates should always give careful attention to them. At the same time, it is important to realize that prayers at command functions can be a matter of tension in the military. Commanders and senior service leadership can and sometimes do specify how these prayers are to be delivered. Candidates should consult with a supervisory chaplain for guidance on command expectations for official prayers recognizing that it is permissible to decline to participate if this guidance is too restrictive.

CONCLUSION

As chaplains-in-training, chaplain candidates have a requirement to bring together their education and experience in the aim of becoming a minister who skilled in the way of ministry and in the ways of the military. Being a chaplain candidate is a great opportunity to grow and develop in both of these areas. These guidelines are designed to help candidates make progress on the path to being an effective chaplain who brings service members to God and God to members of our armed services.

MILITARY CHAPLAIN CANDIDATE ANNUAL REPORT
Chaplain Ministries

Please send this report to:

Chaplains@efca.org or

EFCA Chaplain Ministries, 901 East 78th Street, Minneapolis, MN 55420-1300



Report Ending 31 Dec 20____ Branch of Military Service entering _____

Name: _____

Home Address: _____

Cell: _____ Other Phone: _____

Preferred Email (1): _____ Email (2): _____

Church Membership: _____ City, ST: _____

Is this an EFCA church? Yes ☐

No ☐

Note: Current membership in an EFCA church is required for endorsement. You must maintain membership in an EFCA church throughout your chaplain career.

I am currently enrolled as a student at: _____ City, State: _____

Military chaplains are required to obtain an MDiv or equivalent master's level theological degree.

Date of Graduation (anticipated, if not yet obtained): _____

Please utilize this space for significant events and personal comments regarding your family, prayer needs, or suggestions of how the EFCA or Endorser may assist you better. Use additional paper if more space is needed.

MILITARY CHAPLAIN CANDIDATE ANNUAL REPORT

General requirements to become an EFCA military chaplain for Active Duty, Guard or Reserve Chaplain as found in the Military Chaplain section of this manual will need to be completed.

- Recap the past year's preparation for chaplain duty. Please note requirements you've fulfilled.
- Recap your specific timeline/dates to fulfill those requirements not yet met (use additional paper, if necessary).

Signature: _____ **Date:** _____

Reminder: Chaplain Candidate dues (\$50 annual) are to be paid by 1 October of each calendar year.

Note: Candidates who have submitted their application fee during the current year have fulfilled the requirement for that year.



EFCA CHAPLAIN MINISTRIES

APPLICATION FOR ECCLESIASTICAL ENDORSEMENT - MILITARY

This application is for ecclesiastical endorsement for direct appointment as a chaplain, and ecclesiastical approval for the candidate programs of the Army, Navy, or Air Force.

Rev. Scott Barber - EFCA Chaplain Endorser scott.barber@efca.org 507.350.0051
chaplains@efca.org www.efca.org/chaplains

Name: _____ Date: _____

Address: _____

Cell: _____ Alternate phone: _____

Email (primary) _____ Email 2: _____

Social Security Number (last 4 digits): _____

Military ☐ Active ☐ Reserve ☐ Chaplain Candidate

Branch:

☐ Army ☐ Army National Guard	☐ Air Force ☐ Air National Guard	☐ Navy
---	---	-------------------------------

Have you had prior military service? ☐ Yes ☐ No

If yes, what branch _____ Dates of service _____

Officer _____ Enlisted _____

- Have you completed the DOD educational requirements?
☐ Yes ☐ Not completed yet
- Have you passed the Armed Forces Physical Exam and met physical fitness standards for your branch?
☐ Yes ☐ Not completed yet
- Have you passed the background check and obtained security clearance: ☐ Yes ☐ Not completed yet
- Do you have any convictions by martial or civilian courts (except minor traffic violations)? ☐ Yes ☐ No
- Do you have any record of disciplinary action, financial irresponsibility, domestic violence, or child abuse against you? ☐ Yes ☐ No

Birth: _____ Place of Birth _____ ☐ Male ☐ Female
(Month/day/year)

Ethnic origin _____ U.S. citizen: Yes ☐ No ☐

Denominational Background _____
(Name of religious body)

Current church attending _____ Location: _____

Is this an EFCA church? ☐ Yes ☐ No Are you a member? ☐ Yes ☐ No

Note: Current membership in an EFCA church is required for endorsement.

You must maintain membership in an EFCA church throughout your chaplain career.

Do you hold a ministerial credential? ☐ Not yet credentialed ☐ Licensed ☐ Ordained

If so, by whom? _____ Date: _____
(Denomination or local church)

EFCA Endorsement requires you to have an EFCA Certificate of Ordination or transfer your ordination to the EFCA.

Marital Status: ☐ Married Date: _____ Name of Spouse _____
☐ Single (never married) ☐ Widowed ☐ Divorced

Children:

Name	Male/Female	Year of Birth	Living at home
	M / F		Y / N
	M / F		Y / N
	M / F		Y / N
	M / F		Y / N

Are you presently employed? ☐ Yes ☐ No If so, name of employer: _____

Location: _____ Position _____

References (three): Suggested individuals include an evangelical pastor, chaplain, instructor, or mentor.

Send the reference form to the individuals, requesting it to be returned to our office address or chaplains@efca.org.

Name	Email address

➤ **Attach a current resume which includes practical ministry and educational experience. (College and seminary transcripts are to be forwarded to EFCA Chaplain Ministries).**

Commitments:

- I have read the [Statement of Faith of the Evangelical Free Church of America](#) and affirm all statements without mental or theological reservation. ☐ Yes ☐ No
If No, please explain which statements you cannot affirm and why:
- I have read and agree with [Where We Stand in the EFCA: Denials and Affirmations](#). ☐ Yes ☐ No
For a commentary and biblical explanation of these convictions click [here](#).
If No, please explain why:
- Upon acceptance into military active duty, I will:
 - ☐ Maintain the necessary EFCA credential as per EFCA requirements.
 - ☐ Complete semi-annual reports to the Chaplain Endorser.
 - ☐ Submit annual dues as per the EFCA Chaplain Handbook.

➤ ***See page 3 of this application for a checklist of required documents to complete this application.***

Signature _____ Date _____

Required documents and forms to complete the Military Chaplain application process:

_____ Attach a current resume which includes educational institutions attended, degrees earned, and practical ministry experience (PME)

_____ Attach a current photo of yourself

_____ Attach your personal testimony and faith journey (1-2 pages, typed)

_____ College and seminary transcripts. Request transcripts for undergraduate and graduate work be sent to the Endorser's office, EFCA Chaplain Ministries, 901 East 78th Street, Minneapolis, MN 55420

_____ Reference forms - 3 total to be returned by the individuals
(Form is following this application packet section in the Handbook)

_____ A check for \$120 payable to "EFCA Chaplains" (non-refundable)

Seminarians who pay this fee and meet all other requirements will receive an Ecclesiastical Approval or Endorsement upon Active/Reserve Duty assignment.

At the time an endorsement is needed please email the Chaplain Endorser (Chaplains@efca.org) with the name and address (email) where the endorsement is to be sent.

Annual dues will be expected after one has been commissioned into the military.

Send the completed original application along with the required documents to:

EFCA Chaplain Ministries
901 East 78th Street
Minneapolis, MN 55420

or PDF to chaplains@efca.org

For questions regarding the application process, contact Rev. Scott Barber (Scott.Barber@efca.org)

Please retain a copy of your application for your files.



EFCA Chaplain Ministries, 901 E 78th Street, Minneapolis, MN 55420
www.efca.org/chaplains



**EFCA CHAPLAIN MINISTRIES
RECOMMENDATION AND REFERENCE FORM**

Name of Chaplain applicant: _____

1. How long have you known this applicant? _____ In what context/capacity have you been acquainted with them?
2. On a scale of 1-10 (poor to excellent), how would you rate the over-all competency of the applicant to serve as pastor/chaplain? _____ Please explain:
3. What, in your judgement, are the strengths of the applicant as a pastor/chaplain?
4. What, in your judgement, are the limitations of the applicant as a pastor/chaplain?
5. Based on biblical standards, what evidence is there that this applicant is a Christian?
6. In what ways has it been evident to you that this applicant has a call to the Gospel ministry?
7. Would you have any reservations about this applicant serving as a pastor/chaplain in a military setting?
☐ Yes ☐ No
Please explain.

Name: _____ Position _____

Church/Institution: _____

Location (city, state): _____

Signature: _____ Date _____

Mail to: Chaplain Ministries, 901 East 78th Street, Minneapolis, MN 55420

or email to: Chaplains@efca.org

Appendix A



EFCA Chaplains Schedule of Annual Dues

Category	Amount (Annual)	Rank/Status	Comments
Military	\$300	Grade of 0-1 through 0-3	The Reserve Component Chaplain pays 50% of the amount shown. Exception will be for those who serve full-time duty (as a Guard 'technician' (GS) or serving on active duty for more than five months of the year.)
Military	\$500	Grade of 0-4 through 0-6 and above	Reservist Component Chaplain pays 50% of this amount unless called to active-duty service or in full-time chaplain ministry
	\$75		Military Chaplains not in any drill status
Chaplain Candidates	\$50		Exception - those who pay initial fees which account for the first year of being commissioned in the Candidate Program

Annual dues schedule January 2012, EFCA Chaplains Commission

Annual dues can be paid during the calendar year by 1 October in any of the following manners:

- 1) Automatic Monthly Donation
 - <https://helps.efca.org/resources/automatic-monthly-donation-form>
- 2) Credit Card

Online: <https://chaplains.ministries.efca.org/>

Select "Pay dues"

Follow the screens to make your payment
- 3) Paid in full via check to:

EFCA Chaplains
901 East 78th Street
Minneapolis, MN 55420-1300

Appendix B



EFCA Statement of Faith

Adopted by the Conference on June 19, 2019

The Evangelical Free Church of America is an association of autonomous churches united around these theological convictions:

God

1. We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

The Bible

2. We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

The Human Condition

3. We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

Jesus Christ

4. We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

The Work of Christ

5. We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

The Holy Spirit

6. We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

The Church

7. We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

Christian Living

8. We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

Christ's Return

9. We believe in the personal, bodily and glorious return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

Response and Eternal Destiny

10. We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.

Appendix C



Where We Stand in the EFCA: Denials and Affirmations

June 21, 2023

Introduction

We believe that as an association of churches, we in the EFCA are bound together by the biblical gospel, and we seek to live in the unity which that gospel creates. We believe and practice, “In essentials unity; in non-essentials liberty; in all things, charity.” In that light, we seek to address social movements and cultural trends that can create division among us.

Just as Paul needed to explain and defend himself and his ministry (2 Cor 10-13), we, too, sense a need to explain the ministry the Lord has entrusted to us. Because of questions asked, concerns raised, and criticisms made about or against the EFCA, which both prompted *and* limited the issues addressed, the Board of Directors and the Board of Ministerial Standing have adopted this declaration. The following statements are not meant to demonize or denigrate but are attempts to clarify where we in the EFCA stand as we seek to make the biblical gospel, and not any social movement, central among us.

Denials and Affirmations

- We are *not* adherents of the secular “Social Justice” movement as held in progressive circles, *but* we do believe that biblical justice has social implications, particularly in protecting those who are most vulnerable and marginalized.
- We are *not* “woke” in the sense of having embraced a progressive ideology that is grounded in critical theory rather than the Bible, *but* we do see the need to be awakened to the global and indeed cosmic impacts of sin, including racial injustice, and to be attuned to the biblical call for gospel-driven efforts toward reconciliation and restoration.
- We are *not* adherents of “Critical Race Theory” that reduces all racial inequities to a struggle between oppressor and oppressed and presents a worldview that is contrary to the Scriptures, *but* we do believe that the questions and challenges it raises stir us to recall critical biblical truths that we may have neglected and require our attention.
- We are *not* “Christian Nationalists” who believe the federal government should declare the United States a Christian nation or who believe that Americans are “God’s chosen people,” *but* we do believe that a patriotic love of one’s nation is appropriate and that Christians should be good citizens who may freely advocate for God-honoring public policies.
- We do *not* believe that political means can establish the kingdom of God, *but* we do believe that God has appointed governing authorities to do good and that, for citizens in Christ’s kingdom, King Jesus’ rule and reign transcends all other citizenships and partisan ideologies and transforms how we live in the world.

- We do *not* believe that a person’s biological sex should be separated from their self-perception as a man or a woman nor that the body should be altered when it does not conform to that self-perception, *but* we do believe that some people experience a distressing struggle between these two and that we must treat those who struggle in this way with love and compassion as we seek to help them, with the truth and power of the gospel, toward the wholeness of a biologically-sexed identity grounded in God’s “very good” design in creation as male and female.
- We are *not* egalitarian in our understanding of the roles and functions of men and women in the church, *but* we do believe that the gifts and ministries of women are essential to the health and fruitfulness of churches and ought to be sought out and multiplied in ways that arise from and are consistent with our complementarian convictions, as reflected in our EFCA ordination policy.
- We do *not* believe in the annihilation of those who die apart from Christ, *but* in their eternal conscious punishment. Among the kinds of suffering we ought to seek to alleviate, this is the most grievous, and it is our urgent duty and God-given privilege to seek to alleviate it by proclaiming the gospel and calling all people to believe the gospel by repenting and receiving the Lord Jesus Christ.

A Few Summary Statements Reflecting Our EFCA Convictions

We believe that the good news of the Kingdom of God, announced and embodied by Jesus Christ, is the ultimate and final solution to the problems of this world. Love for God and love for our neighbor, to which the gospel calls us, requires that we seek the welfare and common good of our communities and nation.

We believe the church is the new community created by God, the “pillar and buttress of truth.” Our primary ministry and mission is to proclaim the gospel and to make disciples among all people, as salt and light in the world as we await the glorious return of Jesus who will complete the transformation he has begun.

We believe, as an association of churches united in our Statement of Faith, that biblical truth and the gospel are to be valued above any contemporary social ideology, while acknowledging that social movements may contain biblical truth to which we must attend.¹

In sum, the EFCA is neither “Progressive Evangelical” nor “Neo-Fundamentalist.” We remain tethered to the text of Scripture and grounded in the gospel (*evangel*) of Jesus Christ as we love God and love others (Matt 22:37-39). As we interact with one another and the world around us, we are committed to convictional kindness--conviction that is grounded in the “faith that was once for all delivered to the saints” (Jude 3), and kindness that manifests “the fruit of the Spirit” (Gal 5:22-23). We both proclaim the gospel (Rom 1:16) and seek to live in a manner worthy of the gospel (Phil 1:27).

¹ These social/secular ideologies often contain elements of biblical truth but cut them off from other complementary truths, distorting and falsifying them in the process. The issues raised by these movements are “antithetically against yet parasitically dependent upon the truth of the Christian worldview,” and they will be subversively fulfilled and transformed only by the gospel of Jesus Christ.

Addendum: *Sic et Non* (Yes and No)

As Christians, we affirm the truth of the Scriptures and the truthfulness of biblical doctrine with an unqualified "Yes" (1 Cor 15:1-8; 2 Cor 1:20). When the truth of the Scriptures and biblical doctrine are being denied, we respond with an unqualified "No" (Gal 1:6-9; 2 Pet 2:1).

When we encounter those with views different from our own, how do we respond? Too often there is either an attempt at *via media*, a "middle of the road" belief as if differing beliefs can be melded together or that they do not matter, or an "all or nothing" approach, either naively and uncritically accepting everything, or critically and condemningly rejecting everything. There is a better way.

Sic et Non, Yes and No.

Sic, yes. This means, first of all, that in our approach to contemporary claims we need to learn to say "yes." We need to avoid an attitude of hyper-criticism, which assumes that if any idea is new (or, if we have never heard it said that way before) it must be false. Although we have the inspired, inerrant, and authoritative Scriptures, no church body or theological tradition has all the truth.

Non, no. Just as clearly as we must affirm the truths others hold, we must also reject their errors. Too many of us are extremely naive in our acceptance of the truth claims of others. Too often we allow ourselves to be misled by others' false notions because we are convinced that their motives are pure, unaware of the damaging (and damning!) spiritual effects of every false doctrine or teaching.

How do we do a better job of engaging the increasingly diverse religious opinions we are hearing today? By teaching our minds and our lips to say "yes and no." "Yes" to what is good and right. "No" to what is bad and wrong. This will require that we use our critical faculties and listen to people as they speak and write. It will also require us to search the Scriptures more carefully and fully to be in a better position to make valid assessments of others' truth claims.

Appendix D



Biblical Sexuality and the Covenant of Marriage: Resolution (2017)

The EFCA Conference approved the Resolution on Biblical Sexuality and the Covenant of Marriage which was unanimously recommended by the EFCA Board of Directors.

Background

Due to cultural and legal changes and challenges, especially after the decision of *Obergefell v. Hodges* (June 26, 2015), in which the Supreme Court of the United States determined it is a fundamental right for same-sex couples to marry, the Spiritual Heritage Committee (SHC) was asked by many pastors and leaders of local EFC churches for help and guidance in making a statement affirming the biblical teaching on marriage. Added to this is the cultural normalizing of sexual fluidity. These two issues are connected in that the biblical teaching on marriage between a man and a woman, is grounded in God's prior creation of humans as male and female. This led to the SHC's presentation of the Resolution to the board with the recommendation it be brought to the Conference.

Rationale

The board brought this Resolution to the Conference for approval for the following reasons:

- The needs and requests of pastors and local churches, along with legal and cultural changes prompt a need for a denominational Resolution.
- The EFCA has a history of making statements as a Conference through Resolutions on important issues that affect the church.
- This Resolution is grounded in the Bible, given expression in our [Statement of Faith](#), and expounded in [Evangelical Convictions](#).
- Although these issues are not the gospel, they are connected to the gospel, and they are critical issues to address as the EFCA stands on the inerrant, sufficient and authoritative Scriptures.

Two Key Biblical Truths

This Resolution consists of two key biblical truths. First, God created human beings uniquely in his image as male and female, which addresses God's biologically sexed creation which is "very good," and which grounds the truth we affirm about marriage. Second, God has designed marriage to be a covenantal relationship between one man and one woman.

Resolution

EFCA Conference Resolution Biblical Sexuality and the Covenant of Marriage June 2017

Whereas, the EFCA Statement of Faith affirms that “God created Adam and Eve in His image” (Article III.3); and

Whereas, when God created Adam and Eve, He said, “‘Let us make man in our image, after our likeness’ So God created man in his own image, in the image of God he created him; male and female he created them. And God blessed them” (Genesis 1:26-28a); and

Whereas, this means that God has created human beings uniquely as male and female as part of the divinely created order, and that this biologically sexed difference is foundational for human identity and ought to be recognized and valued; and

Whereas, Jesus refers to this difference in describing God’s design for marriage by declaring, “But from the beginning of creation, ‘God made them male and female.’ ‘Therefore a man shall leave his father and mother and hold fast to his wife, and the two shall become one flesh.’ So they are no longer two but one flesh” (Mark 10:6-8; cf. Genesis 2:24; Matthew 19:4-6; Ephesians 5:31); and

Whereas, God’s creation of human beings as male and female provides a biologically sexed identity grounded in God’s good design;

Now, therefore, it is hereby resolved as follows:

The Evangelical Free Church of America affirms that God created human beings uniquely in His image as male and female, and He has designed marriage to be a covenantal relationship between one man and one woman.

This Resolution on Biblical Sexuality and the Covenant of Marriage is an important affirmation of the truth of the Bible, as articulated in the EFCA Statement of Faith.

Adopted this 21st day of June, 2017 by the EFCA Conference in Austin, Texas.

Appendix E



Frequently Asked Questions (FAQ) to be Endorsed by the EFCA as Chaplain

What is the first step I should take if I want to be endorsed as an EFCA chaplain?

Contact the chaplain endorser (chaplains@efca.org) with a brief note of introduction which includes:

1. Contact information (email and phone).
2. EFCA church membership (including location of the church).
3. Branch of the armed forces.
4. Current education status (including school, anticipated year of graduation and degree obtained).
5. Read the list of requirements in the EFCA Chaplain Handbook to become endorsed with the EFCA. Include any questions you have regarding the requirements.
6. Anticipated time frame(s) to meet chaplain requirements (military and EFCA) for active duty.
7. What questions or concerns do you have for the Endorser?

What is the Military Chaplain Candidate Program?

Seminarians may apply for the Chaplain Candidate program of the respective military branch if they have less than half of their degree program completed. Each branch has separate and specific requirements for its Chaplain Candidate Program. It is the responsibility of the prospective Chaplain Candidate to learn what these requirements are. The seminarian will also be required to obtain an Ecclesiastical Endorsement from the EFCA Endorser for the Chaplain Candidate program.

Most programs will require that the chaplain candidate take the Basic School Chaplain training during (or immediately following) seminary training. The prospective Chaplain Candidate, if accepted into the program, is commissioned as an officer in the US National Guard or US Reserves but not fully regarded as a chaplain until seminary has been completed and the Candidate has obtained a credential through the denominational body to which he/she has obtained the Ecclesiastical Endorsement. Commissioning will require duty one weekend a month and two weeks in the summer while in the chaplain candidate program. The Army and Air Force chaplain candidate program is a maximum of six years. The Navy Chaplain Candidate program is a maximum of eight years. Careful planning by the chaplain candidate must occur to complete the program in the specified time.

When can I be regarded as a Chaplain instead of a Chaplain candidate?

In the EFCA Chaplain candidates are not fully regarded as a Chaplain until all military and EFCA requirements have been completed and the candidate has had their **public credentialing ceremony to complete the process of obtaining the EFCA Certificate of Ordination (for men) or the Certificate of Christian Ministry (for women)**. *Prior to obtaining these credentials, a candidate must have held an EFCA Ministry License: Three-Year Renewable or Ministry License: Five-Year Non-Renewable.*

Will an Ecclesiastical Endorsement guarantee acceptance into the military?

Endorsement alone is not sufficient for obtaining chaplain positions. It is simply one requirement among many. The military has its own specific requirements.

Can I “fast track” completing my Certificate of Ordination (for men) or Certificate of Christian Ministry (for women)?

Neither the Certificate of Ordination or the Certificate of Christian Ministry can be completed without first completing the EFCA Ministry License: Three-Year Renewable or Ministry License: Five-Year Non-Renewable. The Five-Year Non-Renewable Ministry License is a faster track than the Three-Year Renewable License.

Will you write an endorsement for me because I graduated from Trinity Evangelical Divinity School?

Endorsement is not tied to a specific educational institution but rather the individual must meet the military and EFCA requirements listed in the Chaplain Handbook for military service.

I attend a local Evangelical Free Church. Will you write an endorsement for me?

Current MEMBERSHIP, in good standing, in an EFCA church is required for endorsement. You must maintain membership in an EFCA church throughout your chaplain career.

Do the three years of required PME need to be with EFCA ministries?

Like-minded local churches or ministries can account for a portion of the three years.

NOTE: The EFCA requires a three-year PME which is of a higher standard than military requirements.

Can I serve in a like-minded local church and obtain EFCA credentials if approved as a chaplain candidate?

No, you will need to be a member, in good standing, of a local EFC church.

Will I be endorsed once I complete my EFCA Certificate of Ordination (for men) and a Certificate of Christian Ministry (for women) at the District Credentialing Council?

No. After completing the district council, your council minutes are sent to the EFCA (National) Board of Ministerial Standing (BOMS) for processing. BOMS will need six weeks to review your work. When BOMS has approved your credential, you will need to work with your local church, district office, and the National Office Credentialing Department to schedule a public credentialing ceremony to be held at your local church. The certificate will be presented to you at that time.

You will receive the Ecclesiastical Endorsement after your public credentialing ceremony has taken place.

What type of support does EFCA chaplains have if an issue arises that is not a clearly defined stance by the EFCA?

The chaplain can expect to be provided with counsel and support from the Chaplain Endorser when questions of concern arise that impact ministry or other professional duties.