



CALLED TO SERVE APPELÉS À SERVIR





Called to Serve - Appelés à Servir

Have you ever thought about becoming a military chaplain?

Come discover a unique opportunity to serve in the Canadian Armed Forces (CAF) as a military chaplain. A role that involves caring for CAF members and their families, as well as supporting their spiritual/ religious needs.

The Royal Canadian Chaplain Service (RCChS) is currently made of up chaplains from a variety of spiritual faith traditions (Christian, Jewish, Muslim, Buddhist, Sikh, Unitarian Universalist, Humanist and Indigenous Elder)



A challenging profession.

An exciting and rewarding daily routine.

Meaningful human encounters.

Opportunities to deploy overseas or in Canada on domestic operations.

Teamwork in an environment that promotes religious and spiritual diversity.

An opportunity to serve others.

Live the military life and wear the uniform – as you live out your commitment to your faith, convictions and/or core values.



“Everyday is an adventure!

*Being part of a modern,
open-minded, inclusion-focused
chaplaincy has empowered me to
serve our country by providing the
CAF with engaging, relevant and
meaningful spiritual support.
Everyday has been an opportunity
to learn, grow and make a
difference.”*

Captain (Rabbi) Bryan Bowley





The Royal Canadian Chaplain Service - Our Role:

Foster the religious, spiritual and moral well-being of CAF members and their families.

Provide an active and compassionate presence.

Care for the sick and wounded, the bereaved, the dying and others in distress.

Participate in military exercises and deploy with military personnel (overseas or in Canada).

Advise the military chain of command on the spiritual, religious and ethical issues affecting CAF members' morale and well-being.

Prepare, preside over and administer religious services/ rituals specific to one's own spiritual faith tradition.

Facilitate the religious and spiritual needs of all CAF members.



“I became a chaplain because...

*others saw the call in me.
After much prayer (and mildly
reluctantly) I answered the call.
Turns out it's the most fulfilling
thing I have done with my life. I'm
grateful to listen and to serve.”*

Major Julianne Lees







Admission Requirements for Chaplains - (Entry Standards)

Academic

Baccalaureate degree in any field (basic requirement of all CAF officers)

Master's level degree which equips and develops Spiritual Faith Tradition (SFT) leaders in a spiritual care capacity.

Credentials

Accredited as a Spiritual Faith Tradition leader by a recognized a SFT governing authority with oversight in Canada.

Recommended for endorsement by a designated representative of the Interfaith Committee on Canadian Military Chaplaincy (ICCMC).

Successfully interviewed and selected by the Office of the Chaplain General.

Work Experience

Minimum of (2) two years renumarated, full-time experience as an accredited SFT leader.



If you meet the admission requirements **right now**, you can start your application **today!**

Regular Force

- * full time work with benefits.
- * pursue a career that includes relocating within Canada and abroad.
- * CAF admission requirement also apply.

Primary Reserve Force

- * part time work in a Reserve unit
- * pursue a career that allows for geographic stability.
- * volunteer to serve Canada and abroad.
- * CAF admission requirements also apply.



But I don't meet the minimum requirements.... Do not fear!

Regular Force, full time:

SEELM Program (Subsidized Education for Entry Level Masters)
– selected applicants are enrolled in the CAF as an officer.

During a period not usually more than 5 years, education costs and some incidentals are paid for; internship is included and candidate is paid at a 2nd Lieutenant/ Lieutenant during this period with medical/ dental care, paid annual vacation, and other benefits. Normally complete Basic Officer Qualification (BOQ) in the summer.

Applicant must serve for a specific period of time.



But I don't meet the minimum requirements.... Do not fear!

Primary Reserve Force:

RESO Program (Reserve Entry Scheme Officer), applicants are enrolled as officers in the Chaplain RESO (unique program just for chaplains).

Acceptance into a Masters program required.

Applicants will have full time work during summer periods during first two years of training and “on job training”, plus opportunity to work in a Reserve unit under the mentorship of a mandated chaplain for 4-6 (or more) paid days a month.

The Reserves also offer a yearly grant of \$2000 to offset tuition costs. Upon the completion of RESO, the applicant may decide:

- * to release (no penalties);
- * join the Primary Reserves; or
- * or Transfer to the Regular Force



Benefits

Medical, Dental and Vision Care.



Regular Force chaplains are covered 100% under the CAF medical plans, plus other funds available for hospital out of pocket comforts.

Families receive care under local provinces and covered by *Canada Life*.

Maternity/ Parental Leave



The CAF offers maternity and parental leave benefits to spend time with the newest family member with 93% coverage of your normal salary (grant) with EI supplement. (full time)



Vacation



Regular Force members start with 20 paid vacation days a year (work days). After 5 years service this increases to 25 days, with a new maximum being 30 days after 35 years of service.

Primary Reserve members, on full time contracts, will receive a paid vacation day every 15 consecutive calendar days.

Retirement / Pension/ Severance Pay/ Medical Pensions



Our pension plans provide you with peace of mind today, and for years to come. Whether you are joining full time or part time, you can contribute to a pension plan.

Regular Force members earn a 2% pension per year of service to a max of 70% (35 years). When leaving the CAF, we have severance pay plans, as well as medical pensions should you become sick or injured as a result of military service. Medical pensions are adjudicated by the Department of Medical Policy.

Spiritual Resilience



Remain connected with your own SFT, and benefit from **a fully paid annual spiritual retreat** and opportunities to connect with your SFT in the local area for events and community gatherings.



Continuing Education/ Professional Development Resources

Chaplains can partake in ongoing education, through a number of reimbursed mechanisms for local ConEd courses, to taking full time Masters in specialized programs that are sponsored by the RCChS.

Chaplains can, through their local budgets, purchase supplies, books and resources to enhance their work and continue the study of learning.

Care for the Caregiver/ Vocational Renewal

After a challenging deployment, the RCChS often will coordinate a Care for the Caregiver retreat to help chaplains reintegrate and reflect on their experiences.

After 10 years of service, a chaplain may also apply for a 4 week Vocational Renewal plan fully paid for by the RCChS, if available.



Caring for the Family – Salaries

As a fully trained regular force chaplain, your salary will range from:

Captain:

\$94,092 to \$124,368 per year

(10 automatic incentive pay categories)

As a fully trained reserve chaplain your daily pay will range from:

Captain:

\$239.24 to \$316.24 per day

(10 automatic incentive pay categories)

You also qualify for the Clergy Housing Deduction



“An effective military chaplain is a leader and a mentor whose focus is on spiritual assistance and service to others before self. Chaplains are in a unique position to be open to every CAF member regardless of rank. Chaplains are called to care for all without exception. Chaplains exercise their calling with integrity, compassion, and a welcoming spirit toward all.

The chaplain acts as a confidant in good and challenging times, and offers to be present with military personnel struggling with ethical, moral, spiritual and existential challenges. The chaplain provides reconciliation and understanding, restoration and healing, and advice and guidance for the way forward.” (RCChS Manual)



National
Defence

Défense
nationale



Canada

THE ROYAL CANADIAN CHAPLAIN SERVICE

LE SERVICE DE L'AUMONERIE ROYALE CANADIENNE

Join our Team!

Questions?

