

SBC Basic Qualifications/Requirements Guidelines for SBC Endorsement

Healthcare Chaplaincy

The Chaplains Commission of the North American Mission Board, SBC endorses chaplains to the following categories: community services, corporate, corrections, disaster relief, healthcare, military, and public safety.

GENERAL ENDORSEMENT REQUIREMENTS

When employing vocational or volunteer chaplains, each institutional agency and organization sets specific requirements for their hiring criteria. In addition, the Southern Baptist Convention has its own denominational requirements for endorsing chaplains. All chaplains endorsed by the SBC must meet these minimum requirements:

- Demonstrate the call, competence, and character for ministry as a chaplain.
 - The applicant must demonstrate a call to the ministry. This involves not only the written communication, but actions showing a personal commitment to Christian ministry.
 - The applicant must have proven character in line with his/her call to chaplain ministry. Chaplains are expected to live their personal and professional lives with the highest practice of integrity in accordance with the [Chaplaincy Code of Conduct](#). A chaplain's personal character must be consistent with the spiritual leadership required to work with people.
 - Background Check that includes credit, criminal, and sexual offenses.
- Be affiliated with the SBC for a minimum of one year and a member in good standing of a church affiliated with the Southern Baptist Convention for at least six months. All endorsed chaplains are expected to maintain membership in a Southern Baptist church and develop an accountability relationship with a Southern Baptist church. This accountability should relate to the chaplain's personal life as well as their exercise of ministry in their ministry context.
- References including one from applicant's SBC Pastor or Director of Missions.
- For vocational chaplains, be commissioned, licensed, or ordained by an SBC church or church of like faith recognized by the applicant's current church. This recognizes the role of the local church in affirming the ministry of the applicant.
- Have theological beliefs currently adopted by the SBC as represented in the [2000 Baptist Faith and Message](#). Additionally, applicants and endorsed chaplains are to affirm compliance and support of the following policies:
 - Not actively participating in or promoting glossolalia (includes private prayer language).
 - Divorced people will rarely, and only under unusual circumstances, be appointed, approved or endorsed for SBC mission service. Persons with a history of divorce will be evaluated with grace and mercy on an individual basis in accordance with NAMB policy.
 - Abstaining from the consumption of any alcoholic beverage or illegal drugs.

- Have a theological training consistent with their projected ministry assignment. A Master of Divinity degree is often required for vocational chaplains. However, all chaplains are expected to have either some accredited theological education or to be currently in the process of pursuing a theological education or actively engaged in chaplain-specific training.
- Meet requirements of employing agency – The Chaplain Commission will not endorse a chaplain who does not meet the requirements of the employing agency.
- Approval by the Chaplains Commission

All chaplain endorsements are to a specific ministry position. Any change in that position will require an update or additional endorsement. It is the responsibility of the chaplain to initiate the process for updating an endorsement. After notifying the SBC Chaplaincy Team, at least four weeks should be allowed for the update endorsement process.

Any exception to these basic qualifications/requirements must be approved by the Chaplains Commission.

Healthcare Chaplain

While hospital settings are the usual place for healthcare chaplaincy, Southern Baptists also have chaplains serving with hospice organizations, mental health facilities, special needs programs, nursing homes, and with the Department of Veterans Affairs. This area of service also includes endorsement for students in extended or residency Clinical Pastoral Education programs.

In addition to SBC General Endorsement Requirements, healthcare chaplains usually have an accredited Master of Divinity Degree and at least one unit of Clinical Pastoral Care education (CPE). Staff chaplain positions normally require four units of CPE. Pastoral experience as required by the hiring healthcare organization.

Specialized positions in healthcare require more training.

Veterans Affairs Chaplain Requirements:

- Ordained Minister by or recognized by an SBC Church.
- Valid endorsement from the SBC Chaplains Commission.
- Undergraduate degree of 120 semester hours from an accredited institution.
- Master of Divinity or equivalent degree of at least 70 hours of graduate course including all of the following: 20 semester hours in pastoral ministry; 20 semester hours in any combination of theology, ethics and philosophy of religion; 20 semester hours in the study of sacred writings, including the study of languages in which sacred writings are/were written; and 10 semester hours in religious history and/or world religions from an accredited institution.
- Citizen of the United States.
- Clinical Pastoral Education (CPE): In addition to the education requirements, applicants must have completed at least 2 units of Clinical Pastoral Education (CPE) [as defined by the Association for Clinical Pastoral Education (ACPE) and

the National Association of Catholic Chaplains (NACC)]. 800 hours of supervised ministry in a formal training program which incorporated both ministry formation and pastoral care skills development may be substituted for the required CPE.

- **Ministry Experience:** To qualify for GS-11, you must have at least two years of professional experience, after completion of the Master of Divinity or equivalent, which has demonstrated both practical pastoral knowledge and skill, and ability to minister in a pluralistic setting. Supervised or guided pastoral experience completed during graduate professional education may be credited for up to one of the two years of experience. Part time experience is pro-rated by comparing the average number of hours worked to a 40-hour work week. Completion of a doctoral degree directly related to pastoral ministry may be substituted for one year of experience.

TRANSFER OF ENDORSEMENT

A chaplain can change ecclesiastical endorsement at any time for a variety of reasons. However, any transfer of endorsement to another religious ecclesiastical organization requires the chaplain to inform their current endorsing agent. The ecclesiastical endorsement process, requirements, and timeline differs among the various religious ecclesiastical organizations. As a general rule, SBC Chaplaincy provides a 30-day transition period for transfer of endorsement to another religious ecclesiastical body.

WITHDRAWAL OF ENDORSEMENT

Each applicant submitting an application for denominational endorsement by the Chaplains Commission signs the following agreement to assure the Chaplains Commission of the applicant's understanding, acceptance, and willingness to cooperate in carrying out the Commission's policies and purposes. The statement reads:

“In making this application, I recognize the Chaplains Commission, SBC, of the North American Mission Board, SBC, to be the agency designated by the Southern Baptist Convention to endorse chaplains and counselors in ministry to military and civilian agencies and agree to cooperate with the Chaplains Commission, SBC in carrying out its policies and programs. I also recognize that it is the responsibility of the Chaplains Commission, SBC, to grant and/or to withdraw denominational endorsement. Therefore, should I prove by temperament, disposition, attitude, conduct, or otherwise to be unsuited for endorsement in the opinion of the Chaplains Commission, SBC and should it decide that my denominational endorsement be withdrawn, I agree to abide by its decision.”

In the event that an endorsed chaplain violates a law (local, state, federal, including Uniform Code of Military Justice), agency policy, SBC general expectation, Chaplaincy Code of Conduct, personal or professional ethic, or should there be an embarrassment to the cause of SBC chaplaincy, disciplinary action may be in order. The Chaplains Commission desires that justice, grace, and mercy be exercised in all situations with the goal being personal redemption and restoration. However, withdrawal of endorsement may result from any situation deemed by the Chaplains Commission to warrant such action.