

North American Lutheran Church
Military Endorser Guidance for Chaplains and Chaplain Candidates
Revision: January 2023

1. PURPOSE. To provide the procedure for becoming a military Chaplain endorsed by the North American Lutheran Church (NALC) and once granted, maintaining ecclesiastic endorsement. Although the audience of this guidance is primarily those serving the U.S. military, it also includes guidance for those servicing in other North American nations (i.e., Canada, etc.). It also includes guidance for seminarians that are Chaplain Candidates serving in the military that are working their way toward accession as Chaplain. There are many technical terms in this Guidance, so see the Glossary (Appendix B) to understand the vocabulary and acronyms in this document.

2. REFERENCES. See Appendix C. Since Department of Defense policy and regulations change regularly, any information in this guidance that refers to such policy is subordinate to DoD policy. Always refer to your Service regulations as the primary source of guidance for military service.

3. THE NALC AS ECCLESIASTICAL MILITARY ENDORSER

a. Provide the Ministry of Word and Sacrament to Military Personnel. The NALC endorses Chaplains in the military services to provide pastoral care for, and proclaim the Gospel to those functioning in “special circumstances”. The NALC expects all Chaplains to provide the ministry of the ordained as described in Article 4 of the NALC Constitution. The NALC also endorses Chaplain Candidates to exercise supervised ministry while progressing toward ordination and expects their conduct and ministry to conform with all NALC sponsored seminarians.

b. Department of Defense Requirements. The NALC meets, and will maintain, all requirements to be an Ecclesiastical Military Endorser. See Appendix A.

c. Military Endorsing Agent (MEA). The NALC will assure regular contact and reporting to the Military Services and the Armed Forces Chaplain Board (AFCB) through its assigned MEA. All NALC clergy applying to become a military chaplain will also apply for ecclesiastical endorsement through the MEA.

d. Other Endorsers. Regardless of association with other Lutheran organizations, all rostered NALC clergy serving as qualified military chaplains / chaplain candidates must be endorsed by the NALC. Those desiring to be endorsed by other associated Lutheran endorsers may do so, but will not be listed or recognized as endorsed by the NALC. Those joining the NALC clergy roster by transfer MUST apply to the NALC MEA (see Appendix E) to transfer their military endorsement.

4. MILITARY ENDORSING AGENT (MEA)

a. Position Description. The NALC “endorses” ordained clergy and seminarians to serve in the military, and other specialized ministries. The NALC ecclesiastical “Military

Endorsing Agent” (MEA) is the person assigned to represent the NALC and sign official documents of ecclesiastic endorsement required by military organizations requiring such endorsements. The MEA can also provide ecclesiastical endorsement auxiliary organizations connected to the military; such as the Civil Air Patrol (CAP).

b. Appointment. The MEA is appointed by the NALC Bishop and the NALC Executive Council. There is no term-limitation for the MEA, but the Bishop and Executive Council can reappoint an MEA at any time at their discretion (using AFCEB form 300). When a change of agent occurs, all endorsed Chaplains and Chaplain Candidates must be informed of the change and send a draft copy of DD2088 with all pertinent information filled into the form, for MEA signature.

c. Armed Forces Chaplain Board (AFCEB). The AFCEB is the U.S. Department of Defense (DoD) organization that facilitates the recognition of religious organization as military endorsers and maintains direct contact and reporting with MEAs. The AFCEB is directed by a military chaplain, and all information about the AFCEB can be found at: <https://prhome.defense.gov/M-RA/Inside-M-RA/MPP/AFCEB/>

d. Granting Endorsement. The NALC MEA has full authority granted by the NALC and the AFCEB to endorse NALC military Chaplains and Chaplain Candidates. The NALC MEA will only endorse ordained clergy or seminarians rostered by the NALC that can meet the military requirements to faithfully serve military personnel. Both Chaplain and Chaplain Candidate endorsements are documented by the MEA signing a DD2088.

e. Withdrawing Endorsements. The NALC MEA has full authority granted by the NALC and the AFCEB to withdraw endorsement of NALC military Chaplains and Chaplain Candidates. The MEA must notify all endorsed personnel prior to withdrawing endorsement to allow the endorsed appropriate time to gain another endorsement if possible. Although not all-inclusive, the following are justifiable causes for withdrawing an endorsement.

(1) Preaching, teaching, or making public statements contrary to NALC faith positions or policies (see NALC Constitution Articles 14 and 15). Although not a prerequisite for the MEA withdrawing endorsement, those seeking recourse may use the NALC “Inquiry Panel” to determine if a NALC position or policy has been violated.

(2) Cessation of NALC Membership. This includes transfer to another endorser. The endorsee should inform the NALC MEA so the MEA can issue a DD2088 withdrawal and coordinate with receiving endorser in order to assure there is no gap in endorsements.

(3) Separation from Service. Once the endorsed has separated from military service, the MEA will withdraw endorsement, whether an honorable or other than honorable separation. Although retirees may belong to a designated control group in the military, they are considered separated. If a retiree returns to active status, a new endorsement is required.

f. Pastoral Support and Advocacy for the Endorsed. Although endorsees may find excellent pastoral support locally, the MEA is also a personal and referral resource to assist with any life challenges. Specifically, the MEA is the primary advocate for endorsees that face religious discrimination or persecution for maintaining the faith and doctrines of the NALC.

g. Endorsing Agent Visits. The NALC MEA, or his/her representative, can visit Chaplains and Chaplain Candidates at their sites of ministry. The purpose of such visits is for the MEA to gain greater understanding of current military ministry, and to encourage such ministry. MEA visits are to in no way to impede military operation, must be approved by local commanders, and are at the expense of the Endorser (unless granted invitational orders and/or billet accommodations). When visits are approved, the MEA will receive protocol privileges appropriate for those of a General Schedule grade-15 civilian employee (see DoDI 1304.28, 4.9).

4. EXPECTATIONS OF ENDORSED MILITARY CHAPLAINS

a. Religious Expectations. Chaplains will adhere to the requirements for ordained clergy stipulated in the NALC Constitution Articles 14 and 15. They will also maintain the capabilities for Chaplains required by the Department of Defense (see Appendix A).

b. U.S. Services and Uniformed Code of Military Justice (UCMJ) Expectations.

(1) There are certain civil rights that military officers suspend when taking the oath of office. Chaplains limit their free speech with regard to criticism of the officers appointed over them as well as any criticism of the President of the United States and his/her appointees. Although endorsees forfeit no rights of personal free exercise of religion, they should consider the ramifications of being subject to UCMJ before taking the oath of office

(2) Chaplains become a commissioned officer of the armed forces and are subject to U.S. Department of Defense regulations. Therefore, you should be aware of the following constraints on your authority and behaviors.

(a) **You must use the “chain of command”**. This means that before you contact your MEA about an issue, you should have exhausted all recourses to resolve your issue at the *lowest possible level* of your chain of command. Only after getting an unsatisfactory response from your immediate military supervisors, Inspector General (IG), or Judge Advocate General (JAG), should you seek MEA intervention.

(b) **You must not fraternize**. As a commissioned officer you will be held to a standard of conduct whereby you do not have an overly intimate relationship with enlisted personnel. This is an especially complicated issue given that Chaplains have enlisted assistants with whom they intimately work and even live with in

austere conditions. It is important that Chaplains understand that the military requires a clear delineation between officers and enlisted personnel.

(c) **You must not bear arms.** This is not just a “suggestion”, but a regulation. All military services have clarified that Chaplains (and Chaplain Candidates) will not bear weapons in combat, or train in bearing weapons in peace-time. [This includes firing at ranges M16s, M9s, etc., as well as participation in setting mines or firing missiles or artillery]. If you feel pressured by the military to do so, you should contact the MEA to address this issue at the AFCB level.

(d) **You must not target.** Tangential to not bearing arms is the prohibition for Chaplains to assist the military in targeting the enemy. You will not participate in intelligence gathering for the purpose of targeting. Chaplains may engage the clergy of areas of military operations in order to provide external advisement, but they will do so in good faith to improve humanitarian conditions rather than facilitate the targeting of military objectives.

(e) **You should resist collateral duties that are not related to religious support / ministry.** There are many duties commanders would like to assign to Chaplains in order to further his/her military objectives. Although Chaplains can assist the command with these objectives, Chaplains should NOT be appointed as the officer responsible for them. A historical list of collateral appointments that should be avoided is: history officer, ethics officer, suicide prevention officer, sexual harassment / assault advocate, morale-welfare-recreation officer, family programs officer, master resiliency officer, etc. Officers other than the Chaplain should be appointed as responsible for these duties (though the Chaplain can help with all of them). If you feel pressured by the military to fill these responsibilities and do not get a response from your chain of command, you should contact the MEA to address this issue at the AFCB level.

c. Endorsing Document. U.S. Department of Defense form DD2088 must be signed by the MEA and submitted to the AFCB for all U.S. Chaplains and Chaplain Candidates. U.S. endorsees should assure this document is maintained in their permanent military record and renewed every ten years, or upon any change in endorsed status.

d. Non-U.S. Military Service. Although the majority of ecclesiastical endorsements granted by the NALC will be for U.S. military service, the NALC MEA has authority to grant endorsement for pastors seeking to serve in the Canadian and Mexican militaries. Those seeking such endorsements will communicate directly with the MEA to acquire the legal documents required for endorsement.

e. Reporting Requirement to the MEA. The MEA will solicit an annual report (Appendix D) each December. The MEA is required to provide a list of those endorsed each January. In addition to the annual report, endorsees are required to report to the MEA any change of status between annual reports (change of contact information, separation from service, or separation from the NALC). Endorsees should also report to the MEA

any immediate family critical incidents so the bishop can be informed and the MEA can render appropriate pastoral care.

f. Endorser Conferences. All Services permit Permissive Temporary Duty (PTDY) to attend annual endorser conferences. However, there is no requirement for the military to pay for attendance (and Reserve Component Chaplains may not even be granted duty pay; UTA, ADA, AT, ADT, RMA, etc.). Although it is not prohibited for Chaplains to attend at their own cost, the MEA will not require attendance to any conference at their own cost. The MEA will seek to gather endorsees by the following, or a combination thereof:

(1) Funded Conference. Travel and lodging are paid for all participants from NALC budget lines and/or designated giving.

(2) Concurrent Conference. Adding an opportunity to gather with the MEA to annual NALC convocations / clergy retreats.

(3) Remote Conferences. Using Zoom or other mechanisms to collaborate electronically.

5. CHAPLAIN CANDIDATES

a. Religious and Military Service Expectations. Same as 4.a. and 4.b.

b. Endorsing Document. Same as 4.c., must use for DD2088.

c. Supervision Required. All Chaplain Candidates are assigned to the Reserve Components in order to help them learn about military ministry on a part-time basis. They function under the supervision of a Chaplain while they are progressing to completion of the seminary requirement for eligibility for ordination. The first priority for Chaplain Candidates is to complete their education and become qualified to access to Chaplain. Although the MEA can provide specific religious mentorship for the Chaplain Candidate, their primary advisor and supervisor is their supervisory military Chaplain.

d. Reporting Requirement. Same as 4.e.

e. Endorsing Agent Conferences. Same as 4.e. Since Chaplain Candidates are working on seminary requirements, they already have regular contact with representatives of their endorser (i.e., Mission District Deans, Area Assistant to the Bishop, and seminary professors). However, when possible, Chaplain Candidates should attend conferences to glean lessons learned by others engaged in military ministry.

6. U.S. RESERVE COMPONENT CONSIDERATIONS

a. Definition. There are three components of the U.S. Armed Forces: The Active Component (COMPO 1, all Services), the National Guard (COMPO 2, Army and Air

Force), and the Reserve (COMPO 3, all Services). With regard to endorsed clergy, those serving in COMPO 2 & 3 status serve in civilian status as pastors of congregations or chaplains of institutions while also assigned to a military Reserve or National Guard unit (two days each month, two weeks each year).

b. Considerations. All ordained pastors seeking endorsement should consider how joining the RC will impact service in a congregation. This includes consideration of regular RC duty (24 days a year plus two weeks a year¹), and the possibility of deployment. Pastors of congregations should know that since they are Self Employed Employees, they are not protected by federal law for re-employment; congregations are NOT required by federal law to receive pastors back after a deployment. (However, chaplains employed by institutions – prisons, hospitals, hospice, etc. – are protected by federal law and must be re-employed following a deployment). It is highly recommended that all congregation pastors serving in RC status have a “mobilization agreement” with their congregation (templates can be acquired from the MEA).

c. Chaplain Candidates. All Chaplain Candidates are assigned to the RC because they are seminary students learning military ministry under the supervision of a military Chaplain. They are not fully qualified to be a Chaplain, they are non-combatants, and non-deployable. Some commanders in the military may not understand the unique and special status of Chaplain Candidates and seek to appoint them to duties they should not be doing (command functions, weapons security, etc.). In such circumstances, Chaplain Candidates should first bring the issue to their supervising chaplain and chain of command. In circumstances where the Chaplain Candidate determines the supervising chaplain is not addressing an issue, he/she should contact the MEA for counsel.

7. MILITARY AUXILIARIES

a. Definition. The United States Air Force (USAF) and the United States Coast Guard (USCG) have congressionally chartered, federally supported non-profit corporation that serve as official civilian auxiliaries. They are the Civil Air Patrol (CAP) and the USCG Auxiliary (USCGA). These are volunteer organizations with membership that includes people from all backgrounds, lifestyles, and occupations that support aviation and maritime activities of the Services. CAP is established as an organization by Title 10 of the United States Code and its purposes defined by Title 36.

b. Endorsement. The NALC MEA is listed with the Armed Forces Chaplain Board (AFCB), but also endorses auxiliary Chaplains. However, unlike the chaplains of the military services, the AFCB does not administer auxiliary Chaplains. Unlike active military chaplains, an auxiliary Chaplain is not subject to the Unified Code of Military Justice (UCMJ) unless placed on orders, and is less restricted by age and other

¹ One weekend each month and two weeks a year is a traditional phrase for Reserve Component (RC) duty. There are other configurations of duty, such as Individual Mobilization Augmentee (IMA). Upon entry in the RC, consult with your supervisory Chaplain for various options, including Rescheduled Training (RST) options to do duty other than Sundays each month, including CPE attendance.

qualifications. An auxiliary Chaplain can be endorsed with an ecclesiastical “letter” **OR** a DD2088 (see Appendix E for application) that is submitted directly to the auxiliary’s National Headquarters (NHQ) Chaplain Corps.²



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APPENDICES

Appendix A: Excerpts from DoDI 1304.28

Appendix B: Glossary

Appendix C: References

Appendix D: Annual Report Form

Appendix E: Application Form (Data for DD2088 initial or change)

² Military Chaplains can only be endorsed via a DD2088.

Appendix A: Excerpts from DoDI 1304.28

The following is provided only to give the reader a general idea of Department of Defense requirements. See the most current version of all DoD publications for official use.

MILITARY CHAPLAINS MUST MEET CAPABILITY REQUIREMENTS DoDI 1304.28, 3.1

- a. Meet the religious requirements and care for the spiritual needs of Service members and other authorized persons.
- b. Advise individuals on religion, morals, ethics, well-being, and morale.
- c. In accordance with DoDI 1300.17, have a primary role in providing for the free exercise of religion and other religious requirements associated with the free exercise of religion that the U.S. Government would be otherwise unable to provide to Service members and other authorized persons.
- d. Are RMPs able to personally meet the religious requirements of persons in the units to which they are assigned, potentially in isolated or combat environments. Chaplains belong to religious-endorsing organizations and conduct religious ministry activities consistent with the tenets of their respective religious-endorsing organizations.
- e. Advise Combatant Commands, commanding officers, and organizations, as appropriate, on religion, morals, ethics, morale, and well-being in the unit, including religion's impact on military operations.
- f. Facilitate meeting the religious needs and requirements for those persons to whom they cannot directly minister. A chaplain may:
 - (1) Connect the person with a different chaplain who can directly provide for his or her needs;
 - (2) Equip the person with the tools or materials necessary to meet his or her own needs;
 - (3) Coordinate the appointment of faith group-specific religious lay leaders; or
 - (4) Offer information on how to draw from local, civilian, or other resources.
- g. Are authorized by their respective religious-endorsing organizations to address issues of spirit, conscience, or well-being that may not be exclusively ministerial in nature or defined by their religious-endorsing organization. Such care and counseling are rooted in ethics and morality and may or may not be faith based at the person's request. The well-being of the person receiving such services will always receive the highest priority.
 - (1) A chaplain's tasks include, but are not limited to:
 - (a) Visiting workspaces.
 - (b) Counseling on military life.

- (c) Providing crisis prevention and response.
- (d) Conducting memorial observances.
- (e) Maintaining confidentiality.
- (f) Providing religious training and education.

(2) When delivering care, chaplains demonstrate a dedication to the dignity of all humans and honor the dead.

(3) If a chaplain is unable to support a specific request because of his or her religious-endorsing organization's teachings, the chaplain must offer referral to another chaplain or professional. Such referrals are accomplished respectfully, professionally, and in a reasonable period of time, in accordance with the policies of the Military Department concerned.

AS AN ECCLESIASTICAL MILITARY ENDORSER, THE NALC WILL MAINTAIN ALL STIPULATED REQUIREMENTS

DoDI 1304.28, 4.2

(1) The religious organization is an entity functioning primarily to perform religious ministries to a non-military lay membership and currently holds an exempt status from the Internal Revenue Service (IRS) as a church for Federal tax purposes, in accordance with Section 501(c)(3) of the United States Internal Revenue Code.

(2) It possesses ecclesiastical authority to grant and withdraw initial and subsequent ecclesiastical endorsement for ministry in the Military Services.

(3) It will provide chaplains who will:

(a) Function in a pluralistic environment.

(b) Directly and indirectly support the free exercise of religion by all Service members, their families, and other persons authorized to be served by the military chaplaincies.

(4) It agrees to follow applicable DoD issuances, Military Department regulations and policies, and other guidance on the qualification and endorsement of RMPs for service as military chaplains.

(5) Chaplains endorsed for military service will comply with Paragraph 3.1. of this issuance and any similar requirements prescribed by the Military Department concerned.

Appendix B: Glossary

Armed Forces Chaplain Board (AFCB). The Armed Forces Chaplains Board makes recommendations to the Secretary of Defense and the Under Secretary of Defense for Personnel and Readiness on religious, ethical, and moral matters for the Military Services and credentialing of religious organizations seeking to provide chaplains for the Military Services.

Chaplain Candidate. A person working on completing their seminary education that has been accepted as an officer in the U.S. armed forces. They are assigned to the reserve components and are supervised by Chaplains. They share the non-combatant status of the Chaplain and their assigned duties are for the purpose of training them in military ministry; they cannot be deployed for combat operations. The priority for Chaplain Candidates is to finish seminary as soon as possible in order to be qualified and accessions as a Chaplain.

Civil Air Patrol (CAP). CAP is a congressionally chartered, federally supported non-profit corporation that serves as the official civilian auxiliary of the United States Air Force (USAF).

Endorser. A religious organization, recognized by the Armed Forces Chaplain Board (AFCB), that can provide official ecclesiastic endorsement for military Chaplains and Chaplain Candidates. [The NALC may also provide endorsement for its clergy in non-U.S. militaries].

Military Endorsing Agent (MEA). The person assigned by an endorsing religious group to act as official representative for the religious group, and sign endorsing documents.

Religious Ministry Professional (RMP). An individual endorsed to represent a religious organization and to conduct its religious observances or ceremonies. An RMP is a fully qualified member of the clergy for those religious organizations that have a tradition of professional clergy or their equivalents. The religious organization's endorsement verifies that an RMP is professionally qualified to serve as a chaplain in the military and meets the graduate education and religious leadership requirements of this issuance.

Religious Support (RS) / Religious Ministry (RM). The activity chaplains and their assistants perform, both directly or indirectly. RS is an Army and Air Force term, while RM is a Navy term. Direct RS/RM is **performing** religious ministry (worship, education, sacraments, ordinances, counseling) to SMs in accordance with their particular faith and doctrine of their endorsers. Indirect RS/RM is **providing** religious ministry to SMs even if the religious need is different / contrary to the chaplain's faith / doctrine. Chaplains have the responsibility to assist their Commanders to provide constitutional "free exercise of religion".

Religious Support Team (RST) / Unit Ministry Team (UMT) / Religious Ministry Team (RMT). Almost all U.S. military chaplains are assigned a combatant assistant (since the

chaplain is a non-combatant and does not bear weapons). The Army refers to these teams as UMTs, the Navy, RMTs, the Air Force RSTs. Regardless of Service, when these teams function under a Joint Command, they are referred to as RSTs.

Services. The branches of U.S. military service that fall under the Department of Defense (DoD); the Army, Navy, and Air Force. The Marine Corps (USMC) is considered a Service, but is under the Department of the Navy (Navy Chaplains provide service for the USMC). Space Force (USSF) is also considered a Service, but is under the Department of the Air Force (Air Force Chaplains provide service for the USSF). The Coast Guard (USCG) considered a Service, but is under the Department of Transportation, but can be tasked to the DoD. Navy chaplains provide support for the USCG.

Service Member (SM). The most inclusive term to refer to all personnel that serve the military. When referring to a broad military audience, use of the term avoids having to use the specific (and respectful) terms Soldier, Sailor, Airmen, Marine, etc.

Appendix C: References

See the most recent dated issues of all military publications provided by the Services. See the most recent NALC documents at <https://thenalc.org/> .

- a. NALC *Standards for Pastoral Ministry*, last revision.
- b. NALC *Candidacy Process*, last revision.
- c. LCC-LCMS-NALC *Statement on Scripture: “God’s Word Forever Shall Abide”*, July 2016.
- d. NALC *Letter of Counsel Regarding Marriage and Religious Freedom*, December 2015.
- e. North American Lutheran Church Constitution.
- f. Department of Defense Instruction (DoDI) 1300.17, *Accommodation of Religious Practices within the Military Services*.
- g. Department of Defense Instruction (DoDI) 1304.28, *Guidance for the Appointment of Chaplains for Military Departments*.
- h. Army Regulation (AR) 165-1, *Army Chaplain Corps Activities*.
- i. Air Force Instruction (AFI) 52-1, *Chaplain Corps*.
- j. Secretary of the Navy Instruction (SECNAVI) 1730.7E, *Religious Ministry within the Department of the Navy*.

Appendix D: Annual Report Form

Annual Report to the NALC Military Endorsing Agent

Please Provide the following information so the NALC Military Endorsing Agent can meet annual reporting requirements to the Armed Forces Chaplain Board and the NALC Bishop. It is preferable that it be typed in order to avoid a need to interpret hand writing. Return to: militaryendorser@thenalc.org Reports are due no later than 15Dec.

Date _____

PERSONAL DATA

Name: (Last, First, Middle Initial)

Rank:

Phone Number (pers cell):

Phone# (mil):

Address (street, city, state, zip):

Email address, civilian:

Email address, military:

Branch of Service (include Guard/Reserve when applicable):

Current unit of assignment:

Spouse name (if applicable):

Child(ren) name(s):

PERSONAL BIO

Provide a short BIO that can be used to introduce you at convocations or to Deans. This BIO will be kept with your annual report and you will have the opportunity to adapt it every year.

EDUCATION

Last military education level achieved (school, year):

Plan for achieving next military education level:

Plan (if any) for continuing civilian education:

NALC CONNECTIONS

Your current Mission District and Area:

Your current Dean:

Your current Area Assistant to the Bishop:

Congregation (if any):

ACCOMPLISHMENTS, CONCERNS, ASSISTANCE

This is an open space for you to share with us anything you'd like to "report" to us. We'd especially like to hear about accomplishments you feel are significant, concerns you'd like to express, or any assistance we can provide. *(Remember, you don't have to wait for an annual report to communicate any of these. Contact the MEA any time you feel it appropriate).*

Appendix E: Application Form

Please Provide the following information so the NALC Military Endorsing Agent can complete your DD2088. It is preferable that it be typed in order to avoid a need to interpret hand writing. Return to: militaryendorser@thenalc.org

Is this an initial Endorsement? (reply YES if you have never had a military endorsement prior to now: YES / NO

Name: (Last, First, Middle Initial)

Social Security Number last 4 digits:

Phone Number:

Address (street, city, state, zip):

Email address:

Date of Birth (yyyymmdd):

Number of Years of professional MINISTRY experience:

Number of Months of prior MILITARY service completed.

As Officer: _____ As Enlisted: _____

Date of ordination / credential (yyyymmdd), complete ONE below or enter Other

if ordained in NALC, provide ordinations date _____

if received into NALC from other organization, provide date you were received by the NALC Executive Council): _____

if seeking Chaplain Candidate endorsement, provide date you were received into a seminary _____ and seminary name _____

Other (explain):

What Branch of Service are you seeking to be endorsed in?: Army / Navy / Air Force

What Status in the Service are you seeking?:

Reserve / National Guard / Active Duty

Navy only – if active duty:

Initial Active Duty (3 years) OR Extended Active duty (indefinite)