



**HQ UNITED STATES AIR FORCE
ACADEMY INSTRUCTION 52-103**

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Chaplain

**ATHLETIC DEPARTMENT
CHAPLAIN'S PROGRAM**

COMPLIANCE WITH THIS PUBLICATION IS MANDATORY

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This instruction implements Air Force Policy Directive (AFPD) 52-1, *Chaplain Corps, United States Air Force Academy (USAFA) Mission Directive 6 – Headquarters Staff*, and the Academy Superintendent (HQ USAFA/CC) directed policy for Religious Support Team (RST) care to the USAFA Intercollegiate Teams. This care includes providing or providing for pastoral counseling, religious accommodation, free exercise of religion for the cadet-athletes and for individuals who lead and support the athletes. This care is provided both on campus and while traveling with the teams. The RST also advises senior leaders on organizational climate, religion, and religious accommodation. Refer recommended changes and questions about this publication to the Office of Primary Responsibility (OPR) using Department of the Air Force (DAF) Form 847, *Recommendation for Change of Publication*. This publication may not be supplemented at any level. The authorities to waive requirements in this publication are identified with a Tier 3 (T-3) number following the compliance statement. See Department of the Air Force Manual (DAFMAN) 90-161, *Publishing Processes and Procedures*, for a description of the authorities associated with the Tier numbers. Submit requests for waivers through the chain of command to the appropriate Tier waiver approval authority. Ensure that all records created as a result of processes prescribed in this publication are maintained in accordance with AFI 33-322, *Records Management and Information Governance Program*, and disposed of in accordance with the Air Force Records Information Management System (AFRIMS) Records Disposition Schedule (RDS).

1. General Information. The USAFA Athletic Department (AD) Religious Support Team (RST) mission is to facilitate the constitutional right to the free exercise of religion. The RST provides spiritual care and character development targeted at the unique experiences of cadet-

athletes, coaches, and instructors. The RST also advises members who lead and support intercollegiate (IC) teams and physical education programs. An RST is composed of one chaplain and one religious affairs airman.

2. Hours of Operation. The RST establishes office hours published for the AD's awareness. The RST also publishes a process for cadet-athletes, coaches, and instructors to contact them during non-office hours. Additionally, the RST provides spiritual care and support during IC sporting events on evenings, weekends, holidays, and family days, as required.

3. Responsibilities. The AD RST provides:

3.1. **Unit Engagement.** Establish and maintain a robust ministry of presence focusing on warrior care.

3.1.1. Prioritize engagements for regular team visitation as a daily duty, including team meetings, practices, competitions, games, banquets, and ceremonies.

3.1.2. Visit all 29 IC teams, coaches, and support staff at least quarterly.

3.1.3. Visit team practices, as available and schedule allows.

3.1.4. Attend home IC sporting events, as available and schedule allows.

3.2. **Leadership Advisement.** Remain ready, relevant, and reliable in providing AD leadership at all levels with counsel on religious, ethical decision-making, moral reasoning, and morale concerns within the unit.

3.2.1. Advise on religious respect, accommodation, and spiritual elements for character development.

3.2.2. Attend AD senior leadership staff meetings and All-Calls.

3.2.3. Meet with USAFA/AD once per semester or as requested.

3.2.4. Serve as a liaison between the life of the AD and the USAFA/HCX staff.

3.3. **Travel.** The RST travels with various IC teams during the Academic Year. These TDYs include away games, conference tournaments, and championships, as available and if applicable.

3.4. **Spiritual Care.**

3.4.1. Provide 100% confidential counseling to any cadet or staff member needing counseling.

3.4.2. Nourish a culture and climate of religious respect within the Department.

3.4.3. Provide religious resiliency talks weekly to the IC teams, as requested.

3.4.4. Advocate for religious accommodation requests.

4. Funds. The USAFA/AD RST will coordinate funding requirements through USAFA/HC. USAFA/HC will engage with the Office of Strategic Plans, Programs, and Requirements (USAFA/A8) and Office of Financial Management (USAFA/FM) to program objective memorandum (POM) for TDY travel funds for IC away games.

JULIAN C. GAITHER, Chaplain, Colonel, USAF
Academy Chaplain

Attachment 1**GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

AFI 33-322, *Records Management and Information Governance Program*, 27 July 2021

AFPD 52-1, *Chaplain Corps*, 4 November 2018

DAFI 90-161, *Publishing Processes and Procedures*, 15 April 2022

USAFAMD6, *Headquarters Staff*, 6 July 2017

Adopted Forms

DAF Form 847, *Recommendation for Change of Publication*

Abbreviations and Acronyms

AFPD—Air Force Policy Directive

IC—Intercollegiate

OPR—Office of Primary Responsibility

POM—Program Objective Memorandum

RDS—Records Disposition Schedule

RST—Religious Support Team

TDY—Temporary Duty

USAFA—United States Air Force Academy

USAFA/A8—Office of Strategic Plans, Programs, and Requirements

USAFA/AD—Athletic Department

USAFA/CC—Office of the Academy Superintendent

USAFA/FM—Office of Financial Management

USAFA/HC—Office of the Academy Chaplain

USAFA/HCX—Office of the Cadet Wing Chaplain

USAFAI—United States Air Force Academy Instruction

Terms

Cadet Athletes—student-athletes enrolled at the USAF Academy.

Religious Support Team—comprises a chaplain and a religious affairs airman.