

How The Light Still Gets In

**CREDO SE
FY15 Business Plan**

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Objectives

- Brief History of CREDO
- CREDO is an OPNAV program (N097)
- Contextualizing Religious Ministry and CREDO
- Overview of CREDO's SE FY15 Business Plan
- Standardization
- Funding FYDP (POM and CAPE)
- Policies
- Other Issues



Brief History

- 1971: **C**haplains **R**esponse/**R**elevance to the **E**merging **D**rug **O**der (1.0)
- 1978-1982: **C**haplains **R**eligious **E**nrichment **D**evelopment **O**peration (transition and transformation) (2.0)
- 2004: CREDO as an obscure resource
- 2012: CREDO as an signature resiliency CNO, Chief of Chaplains program (3.0)
- 2015: CREDO expands (4.0?)



CREDO is an OPNAV Program

- OPNAV 1738.1A CREDO
- **Echelon 1:** CREDO is a Chief of Naval Operations, Chief of Navy Chaplains (N097) sponsored program
- **Echelon 2:** CREDO funding flows via CNIC who provides the HPD Executive Strategy for CREDO to region
- **Echelon 3:** CREDO SE is a regional program providing CREDO products and services through centralized “leadership and management” but decentralized “execution”
- **Echelon 4:** Flagship CREDO is local planned and executed in direct support of the installation Commanders CRP



Per OPNAV 1738.1A

- CREDO programs strengthen the religious, moral, and spiritual well-being of Department of the Navy (DON) Service Members, civilians, and families.
- CREDO programs increase the readiness and resilience of Service Members and civilians in support of DON's Strategic Plan for Religious Ministry and the Chief of Naval Operations' Sailing Directions.
- CREDO programs are funded with appropriated funds
- CREDO programs operate within command religious programs (CRP).



Our Context

- Do Americans in the United States value religion and spirituality?
- Are religion and spirituality important to our service members and their families?
- Can you be religious and spiritual?
- Can you be religious and not spiritual?
- Can you be spiritual and not religious?
- Can you be neither spiritual or religious and have a meaningful and purpose filled life?



Do You Believe?

- Who (or what) is God?
- Does prayer work?
- Is there an afterlife?
- Do religious and spirituality really matter?

These are some of the questions in a recent survey of 1500 people conducted for the TODAY Show in a series on "Do You Believe?"

These questions along with others reveal a snapshot of what faith in America looks like today.

<http://www.today.com/news/there-afterlife-does-prayer-work-todays-survey-faith-spirituality-2D80574883>

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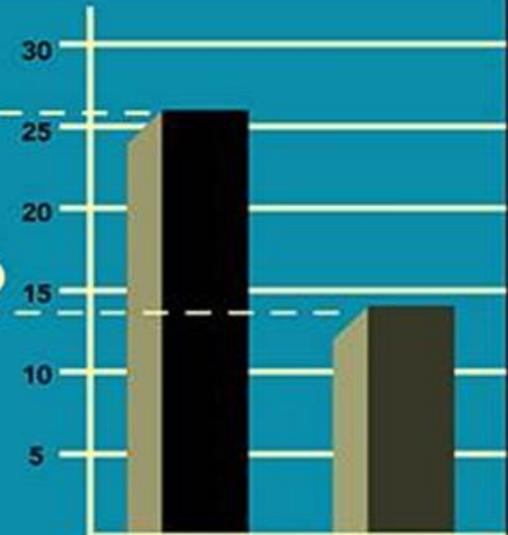


Being close to God is ranked the most important life priority by 26% of respondents.

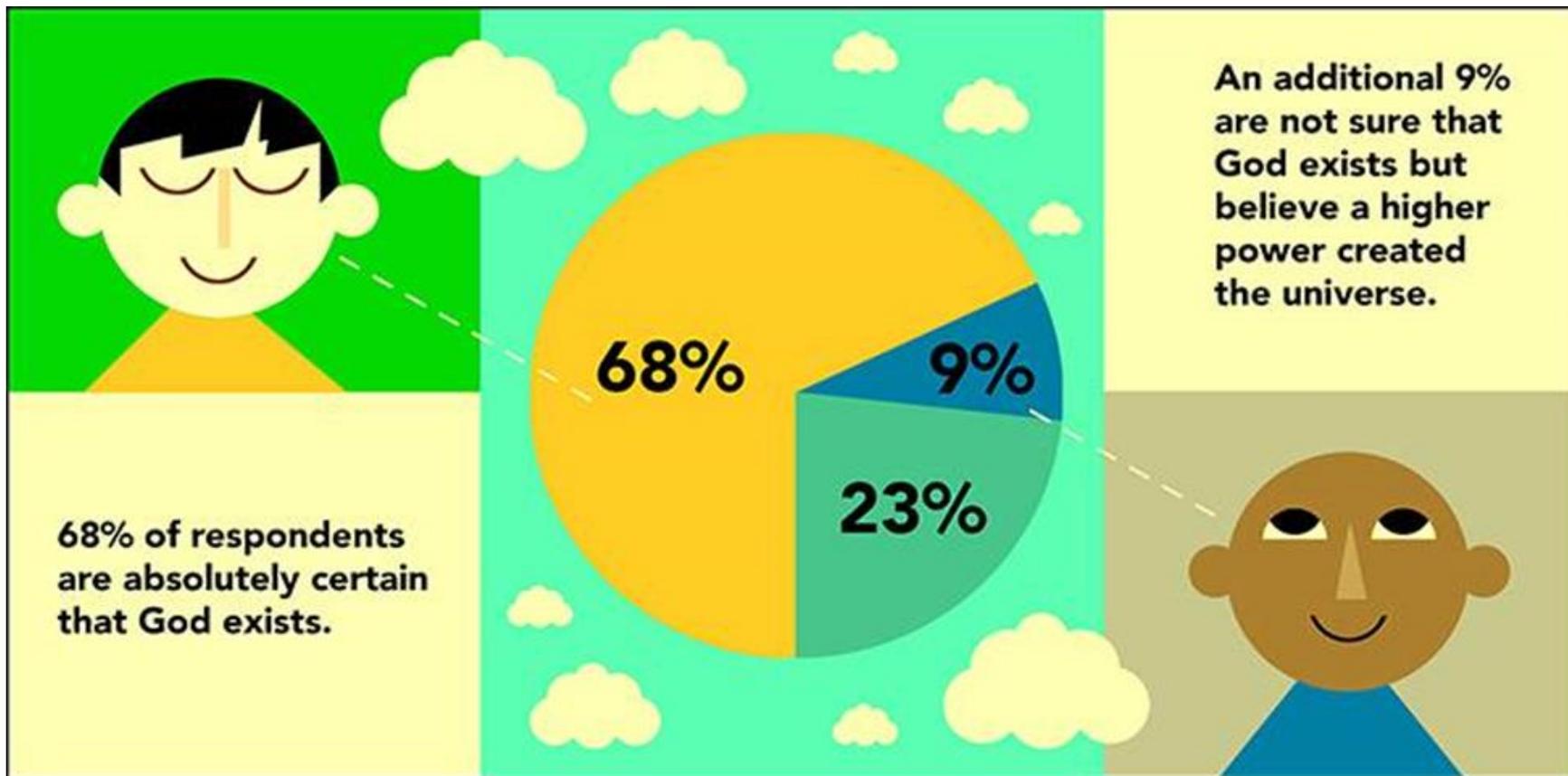
Of 14 listed life priorities, no other comes close in #1 ranking (maintaining close relationships with family and friends is next at 14%).



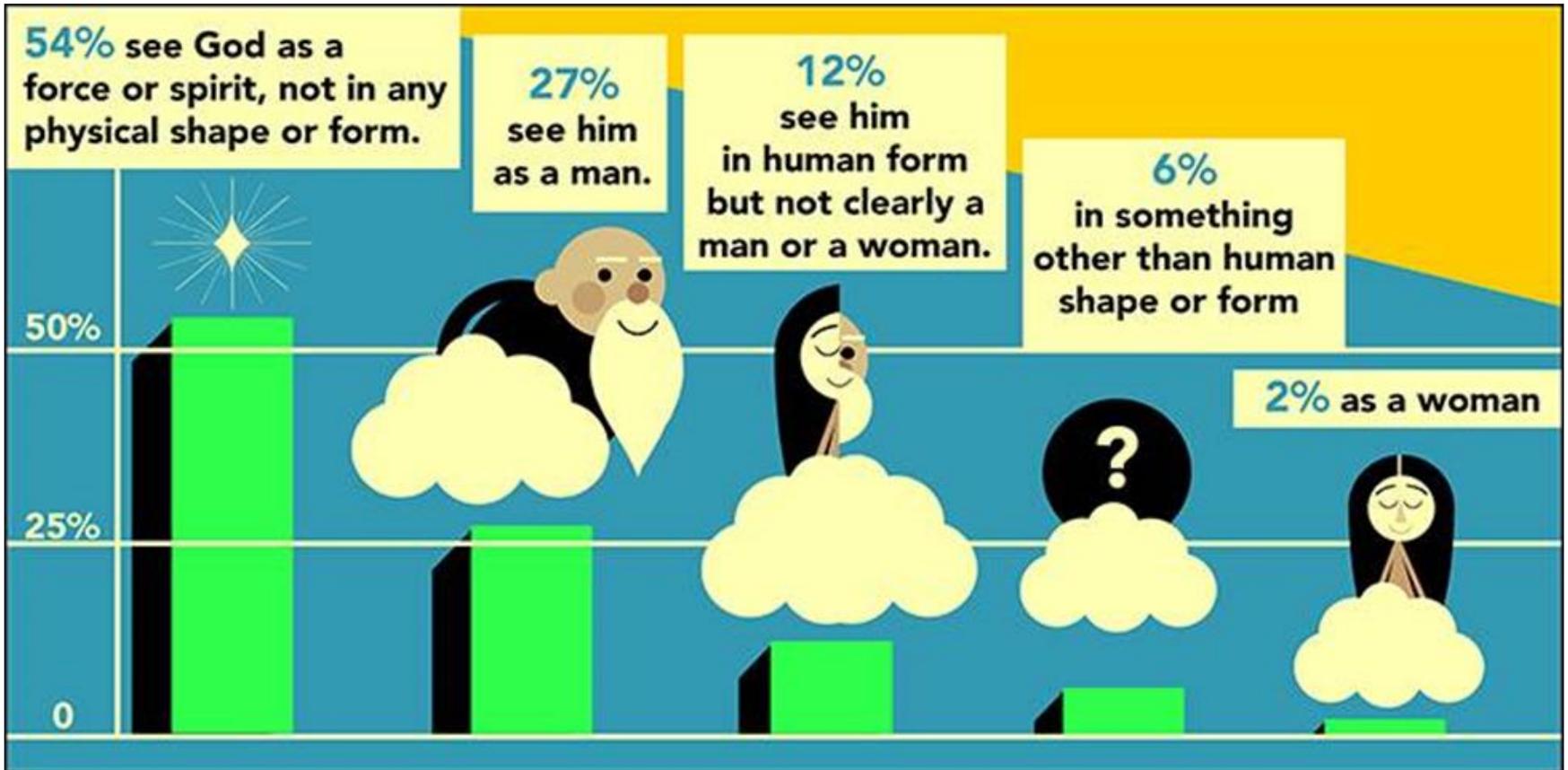
MOST IMPORTANT PRIORITY



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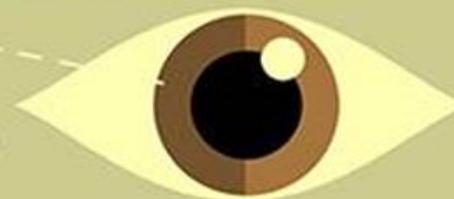
63% of those who believe in God or a higher power feel that their fate is in the hands of God (or the higher power).



81% say their belief in God affects their daily behavior.



94% of those who believe in God feel that God watches over them.



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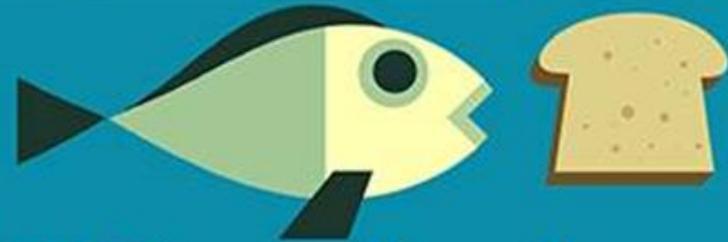


Does
faith
matter?



84% say "yes".

Do you believe in miracles?



81% say "yes".

Do you believe in angels?



76%
say "yes".

Do you
believe in
Karma?



65% say "yes".

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87% believe that you can have a different faith than those you love.



However, in practice, **73%** share religious beliefs with their spouse.

46% feel that religion unites us.



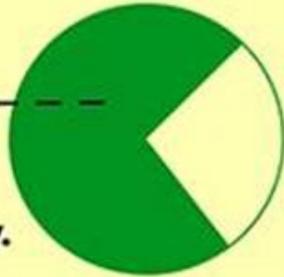
54% say that religion divides us.

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77%

feel there is a
difference between
religion and spirituality.



70%

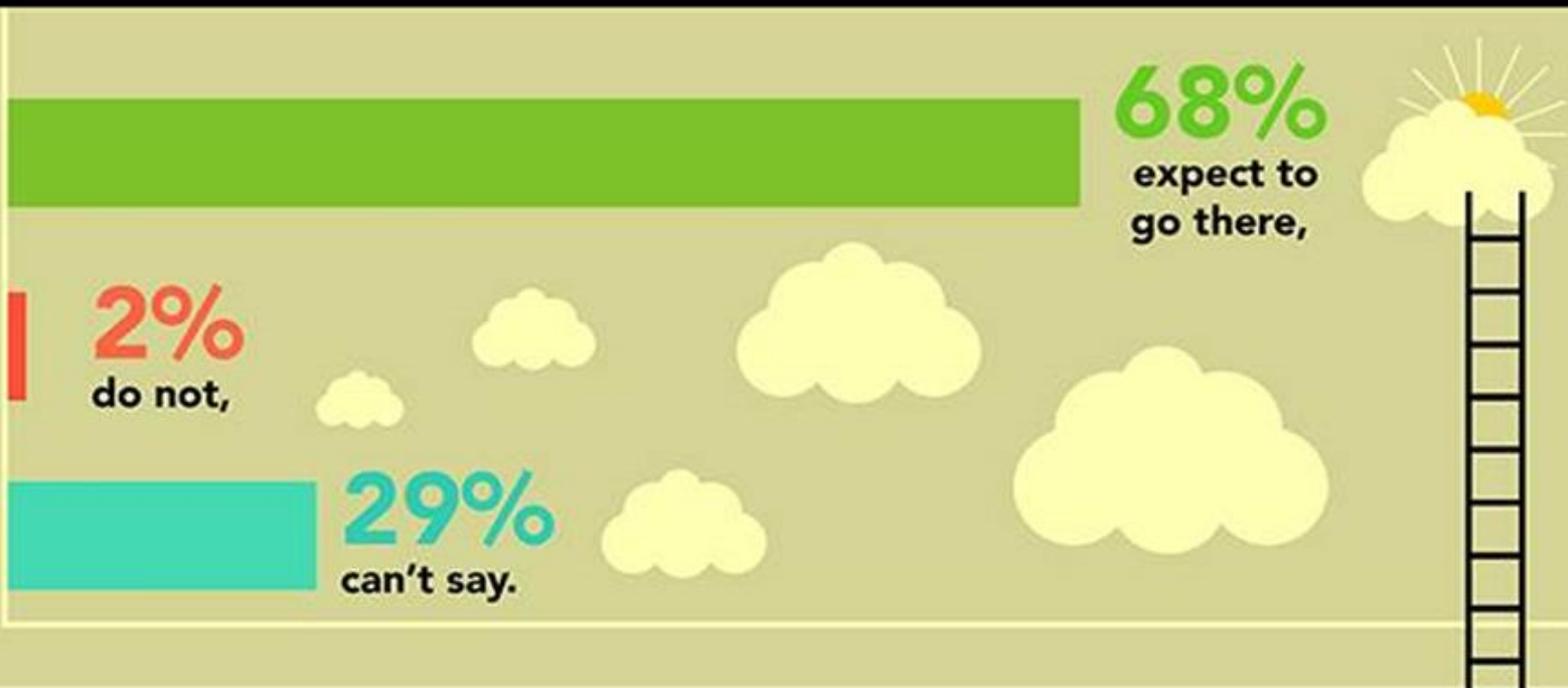
of adults including
younger adults
identify with a
religion.



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55% are absolutely certain there is an afterlife. Of those who believe in heaven,



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Religion/Spirituality Still Matter

- Data from a recent Pew Report (12 May 15), Gallup surveys, General Social Survey, American Religious Identification Survey, the National Opinion Research Organization, US Census data and credible studies indicate that religion and spirituality in the US are valued and important by the majority of people surveyed.
- World data on religion shows dramatic changes now and into future according the Pew Research Center report on “America’s Changing Religious Landscape” (12 May 15).
- In the U.S. there is a raise in secularism, individuals with no religious preference, and atheism.
- Religious Ministry in the military appears at the present time to be valued and important but could decline in the decades a head; thus how the Navy CHC responds to changing trends in religion is critical to providing effective religious ministry.
- CREDO as Religious Ministry can make a positive impact now and in the future on service and family members .

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CREDO SE Mission

- **Strengthen** the religious, moral, and spiritual well-being of Department of the Navy (DON) service members, civilians, and families.
- **Increase** the readiness and resilience of service members, civilians, and families in support of DON's Strategic Plan for Religious Ministry and the Chief of Naval Operations' Sailing Directions.
- **Develop** programing and products to specifically to meet the religious, moral, and spiritual needs of DON service members, civilians, and their families.
- **Respect and value** all who attend our retreats, workshops or training seminars.

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CREDO SE FY15 Business Plan

- What is a business?
- Is CREDO a business?
- If yes, how can CREDO be an efficient and effective business?

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CREDO Products

- CORE (Retreats 20%)
 - Marriage Enrichment
 - Family Enrichment
 - Personal Resiliency
- CORE + (Workshops 80%)
 - Prevention Relationship Enhancement (Marriage)
 - Myers-Briggs Type Indicator (Teambuilding)
 - ASIST and safeTALK (Suicide Prevention)
- Tone of Force (Workshops)
 - SAPR+
 - COSC
 - Suicide Prevention
 - BI2F
- Youth Ministry

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Manning and AO

1 CREDO HQ and 7 Flagship CREDO Dets

NAS Jacksonville (2 chaplains, 1 civilian facilitator, 2 RPS)

- NAS Key West
- NAS Orlando
- NS Mayport

NS Mayport (1 civilian facilitator)

GTMO (1 civilian facilitator)

SB King Bay (1 civilian facilitator)

- NSF Beaufort

NCBC Gulfport (1 civilian facilitator)

- NAS Meridian
- NAS JRB New Orleans
- NSA Millington

NAS Corpus Christi (1 civilian facilitator)

- NAS Kingsville
- NAS JRB Fort Worth

NAS Pensacola (1 civilian facilitator)

- Whiting Field
- NS Panama

Each Flagship CREDO is hosted and supervised by the Flagship Command Chaplain. The Chapel provides admin and RP support. CREDO HQ provides guidance, funding, contracting (centralized planning and decentralized execution)

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Manning-Youth Ministry

- FY15 there are 5 Flagship chapel Club Beyond
 - NS Mayport
 - NCBC Gulfport (resigned as 15 Jan 15)
 - GTMO
 - NAS Corpus Christi
 - NAS Jacksonville
- FY15 contract is \$46,000 per chapel
 - MYOM
 - Contract pays for youth minister's time
 - Problem: there is no funding for program/activities



Budget FY15

- OMN Controls \$220,000
 - 23 retreats total cost: \$141K
 - Capacity
 - MER: 30
 - FER: 52
 - PRR: 15
 - Aver cost per individual: \$192
 - Training \$12K
 - Travel, Supplies, etc... \$67K
 - Obligated to date: 60%
- CAPE Funding for contract FTEs: \$747,000
- Total operating budget: \$967,000



Business Plan Overview

- Products
- Activities and Capacities
- Manning
- Contracts
- Support Agreements
- Labor and Non-labor Allocations
- Non-Labor Allocations
- Training
- Retreat Tracker
- Facilitators Monthly Reports (first six months)

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Issues

- Standardization
- Funding FYDP (POM and CAPE)?
- Policies
 - CNIC and Regional policy Gap (being closed)
- Manpower model
 - UIC CREDO Dets with billeted chaplains, RPS and facilitators? Model is unsustainable with current CHC manpower problems. Shore is the last to be filled and the manpower shortfalls make putting a chaplain in CREDO Dets across the region illogical.

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The Way Ahead for CREDO SE

- End of May
 - CNRSE 1738.1
 - EXORD as needed
 - Desktop Guide
 - Marketing plan
 - FY16 Contracts Performance Work Statements
 - 7 CREDO Facilitators
 - 4 Youth Ministers
- Initiative: Revised PRR

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