



U.S. ARMY



**NEW
DIRECTOR OF RELIGIOUS EDUCATION
(DRE)
TRAINING - LESSON 2
“ARMY RELIGIOUS EDUCATOR”**

US Army Chaplain Center and School
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19 March 2018

Instructional Lead In: Welcome to the New Director of Religious Education (DRE) training, Lesson 2 “Army Religious Educator.”
This is a 1 hour lesson.



TERMINAL LEARNING OBJECTIVE



ACTION: Remember RE professional standards as they relate to an Army GS position.

CONDITIONS: In a DL environment, given access to AR 165-1, ADRP 1, and civilian Religious Education professional organizations/standards.

STANDARD:

- Recall the qualifications listed in the DRE position announcement.
- Find RE professional organizations.
- Label relevant regulations.
- Show Religious Support Personnel roles.
- Name Essential Elements of Religion.

Instructor Note: Have students read the TLO.



ADMINISTRATIVE INFORMATION



SAFETY REQUIREMENTS: Students are leaders responsible to ensure the safety of their training environment for DL purposes. Instructors will ensure students are advised of safety requirements and take all necessary precautions, including the requirement for securing data such as their personally identifiable information, while completing course material.

RISK ASSESSMENT LEVEL: LOW

ENVIRONMENTAL CONSIDERATIONS: Environmental protection is not just the law but the right thing to do. It is a continual process and starts with deliberate planning. Always be alert to ways to protect our environment during training and missions. In doing so, you will contribute to the sustainment of our training resources while protecting people and the environment from harmful effects.

EVALUATION: The student is required to fully engage in lesson by applying critical and creative thinking throughout the lesson as well as completing all assignments.

Instructor Note: Review safety requirements, risk assessment, environmental considerations and expected outcome and evaluation.



ARMY RELIGIOUS EDUCATOR

Requirements Conditions of Employment

Other Requirements:

Male applicants born after December 31, 1959, must complete a Pre-Employment Certification Statement for Selective Service Registration.

You will be required to provide proof of U.S. Citizenship.

Two year trial/probationary period may be required.

Appointment is subject to the completion of a favorable suitability or fitness determination.

Direct Deposit of Pay is Required.

This is a Career Program (CP) 29 position.

This position has specific initial background investigation and periodic re-verification requirements since its duties require interaction with children and youth under the age of eighteen (18) years of age on a recurring basis.

This is an Excepted Service appointment. If you are a current federal employee with career or career conditional status and are hired for this position, you will be required to sign a Memorandum of Understanding prior to being converted to the Excepted Service appointment.

Qualifications

In order to qualify, you must meet the education and experience requirements described below. Your resume must clearly describe your relevant experience; if qualifying based on education, your transcripts will be required as part of your application.

I have a Masters Degree in Religious Education or its equivalent from an accredited graduate school, and 5 years of documented professional experience leading a religious education program. This education must have been obtained in an accredited college or university. (NOTE: You must submit a copy of your transcripts. Failure to do so will result in loss of consideration.)

-OR-

I have a graduate degree (Masters Degree) in any discipline other than religious education which must include a minimum of 24 documented graduate credits in religious education theory and practice or spiritual formation - AND - a minimum of 5 years of full time documented professional experience leading a religious education program. This education must have been obtained in an accredited college or university. (NOTE: You must submit a copy of your transcripts.)

-OR-

In accordance with AR 165-1 Certification. The Chief of Chaplains (CCH) requires that only applicants who have been certified at a grade equivalent to or higher than the stated grade of the position will be considered fully qualified applicants.

To be certified for positions in the Religious Education Career Field, applicants must:

1. Email a copy of their USAJobs/USA Staffing-generated resume to: Donald.e.ericson.civ@mail.mil (The USA Jobs resume builder system has an option built in to the program for forwarding copies to other agencies - see bottom of vacancy announcement for instruction on building a resume in USAJobs or self-nominating for a position.) 2. Request transcripts w/official seal be sent directly from all accredited college/universities/theological schools to HQ IMCOM Religious Support.

-OR-

You will be evaluated on the basis of your level of competency in the following areas:

Budget Execution; Communications; Education / Training Program Administration; External Awareness; Training Program Evaluation

-OR-

Education

Only degrees from an accredited college or university recognized by the Department of Education are acceptable to meet positive education requirements or to substitute education for experience. For additional information, go to the Office of Personnel Management (OPM) and U.S. Department of Education websites. Foreign education must be evaluated for U.S. equivalency in order to be considered for this position.

Instructor Note: Here are the qualifications listed on a USAJobs.gov advertisement for 1 Army DRE position. These qualifications are the same as or similar to the ones listed when you applied to be a DRE.

Highlight 5 qualifications which might be different from a Religious Educator position in the civilian world.

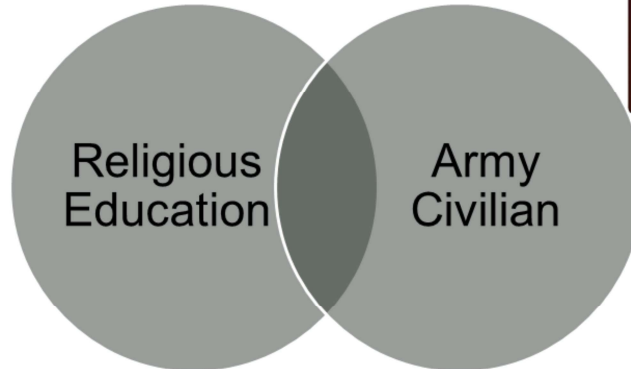
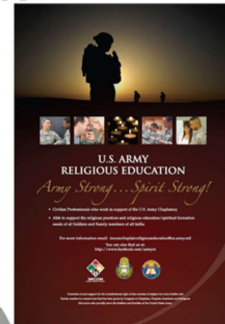
Using 1 or more of these qualifications, how would you show the differences between Army Religious Education and Religious Education in other organizations?

Submit your answers to the Course Manager and/or Instructors.



ARMY RELIGIOUS EDUCATOR

This lesson reviews the intersection of professional Religious Education and the Army's professional expectations.



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Instructor Note: Review the lesson overview.

The Chaplain Corps relies upon Religious Educators to have a comprehensive knowledge of the nature of various faith groups and RE curriculums and their interrelationships; and how quality management principles can increase effectiveness.

You were trained as a Religious Educator, probably to lead programs in a specific religious tradition. You have been hired as an Army Civilian employee and are called upon to support the religious education of all authorized and assigned Soldiers and Civilians.



THE PROFESSION OF RELIGIOUS EDUCATION

The American Dental Association has standards for oral health. It has professional and academic standards for Dentists, Hygienists, and other professionals in the dental industry.

Dentistry is a profession.
Religious Education is a profession.



Religious Education Association (REA) is the largest professional organization for all Religious Educators.

- REA with the Association of Theological Schools defines academic standards for Religious Educators. Members include practitioners, professors, and researchers in Religious Education.
- Continuing Education for Religious Educators includes study of practices and theories in both education and religion.

Instructional Note:

Religious education is a formative process that plays an integral part in stabilizing character, heart, and soul during the rigors of deployment, combat and reintegration. (AR 165-1)

Religious education is the study of religious teachings including activities of faith sustainment (enrichment, formation, study or instruction), marriage enrichment, problem solving, communication skills, parenting skills, youth programs, religious literature. (FM 1-05, 1-14)

Religious education as a key component of the free exercise of religion has diverse expressions across religious and spiritual traditions. (AR 165-1 and FM 1-05)

Religious Educators are professionals.

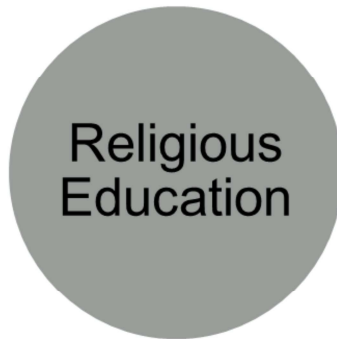
A profession is "a calling requiring specialized knowledge and often long and intensive academic preparation." (Webster's Dictionary)

Professions have degree programs, standards of conduct, continuing education parameters, and associations which support this distinct work (supporting practitioners, gathering research, and seeking the best interest of the general public).

(In this lesson, we will be referring to a few non-federal entities and their websites. The use of these websites and organizations does not constitute endorsement by the Department of Defense or the Department of the Army for the information, products, or services contained therein.)



THE PROFESSION OF RELIGIOUS EDUCATION



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Instructional Note:

The REA website lists accredited institutions which have PhD programs in Religious Education.

www.religiouseducation.net

Using the REA website, find the page, "Institutions with Programs in Religious Education."



Most of these schools also offer a Master of Religious Education.

Find and click the link for the "Jewish Theological Seminary" (JTS).


As an example of a Master of Religious Education (MRE), find the JTS page for their "Master's Degree in Jewish Education."

What can students in that master's program learn about Religious Education and technology? Post your answer on the Course Blackboard Discussion Board or by email to the instructors.

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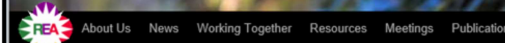


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Religious Education Association

an Association of Professors, Practitioners, and Researchers in Religious Education



About Us News Working Together Resources Meetings Publication



Religious
Education

<https://religioueducation.net>

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Instructional Note:

Go to the REA (<https://religioueducation.net>) "Glossary of Associations."

Find 4 RE professional organizations.

Use the REA provided links, and visit the websites of these organizations.

Take a "snip" of each homepage, save it, and upload into Blackboard or email it to the instructor.

Snipping is a great help for DREs. If you do not know how to use the Snipping Tool on your computer, a tutorial is at <https://youtu.be/ayi5-7QPNcA>

(In this lesson, we will be referring to a few non-federal entities and their websites. The use of these websites and organizations does not constitute endorsement by the Department of Defense or the Department of the Army for the information, products, or services contained therein.)



ARMY CIVILIAN

I, [name], do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter. So help me God.

5 U.S.C. §3331

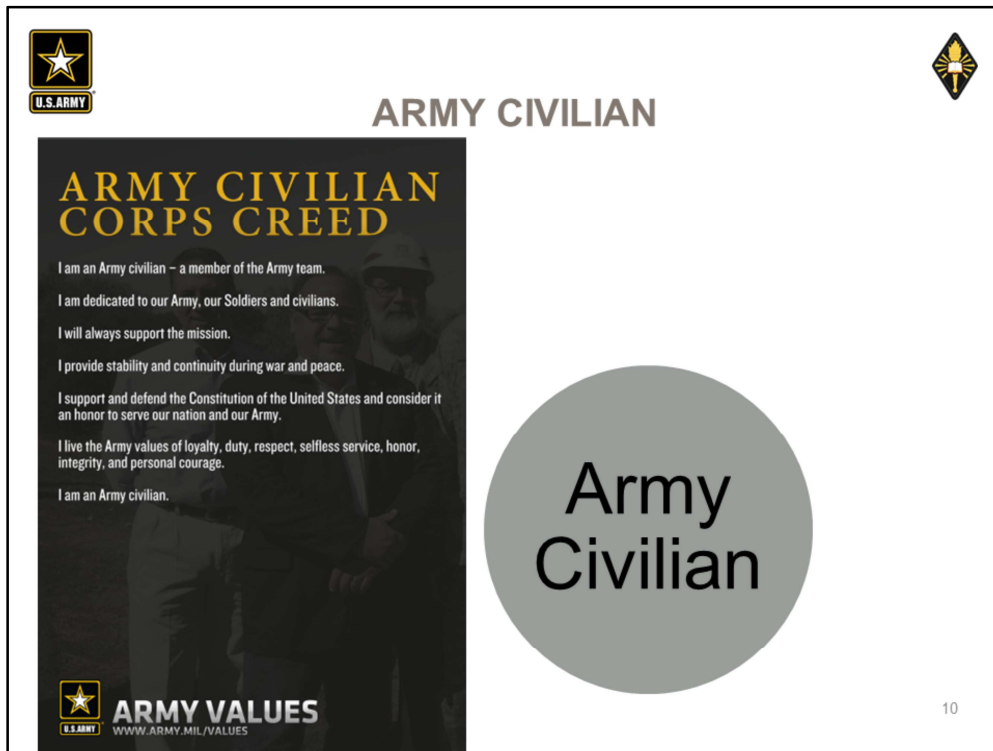


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Instructor Note:

When any person is hired by the Army, they become a Federal Employee. The oath of office, like an elected official or Soldier, means that the tasks of a position description are superseded by loyalty to the Constitution. Upon being hired by the Army, a Religious Educator has tasks and requirements that make the DRE work in many ways more similar to that of other Army Civilians than to civilian Religious Educators. The guidelines for hiring, firing, performance, and supervision are from Federal law and Army regulation.

The Office of Personnel Management (www.opm.gov) is over all Federal employment.

The image is a poster for the Army Civilian Corps Creed. It features the U.S. Army logo in the top left and a diamond-shaped emblem in the top right. The title "ARMY CIVILIAN" is centered at the top. Below it, the text "ARMY CIVILIAN CORPS CREED" is written in large, bold, yellow letters. The main body of the poster is dark with white text listing seven statements of the creed. At the bottom left, there is a small U.S. Army logo and the text "ARMY VALUES" with the website "WWW.ARMY.MIL/VALUES". On the right side, there is a large grey circle containing the words "Army Civilian" in white. The number "10" is in the bottom right corner.

ARMY CIVILIAN

ARMY CIVILIAN CORPS CREED

I am an Army civilian – a member of the Army team.

I am dedicated to our Army, our Soldiers and civilians.

I will always support the mission.

I provide stability and continuity during war and peace.

I support and defend the Constitution of the United States and consider it an honor to serve our nation and our Army.

I live the Army values of loyalty, duty, respect, selfless service, honor, integrity, and personal courage.

I am an Army civilian.

ARMY VALUES
WWW.ARMY.MIL/VALUES

Army Civilian

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Instructor Note:

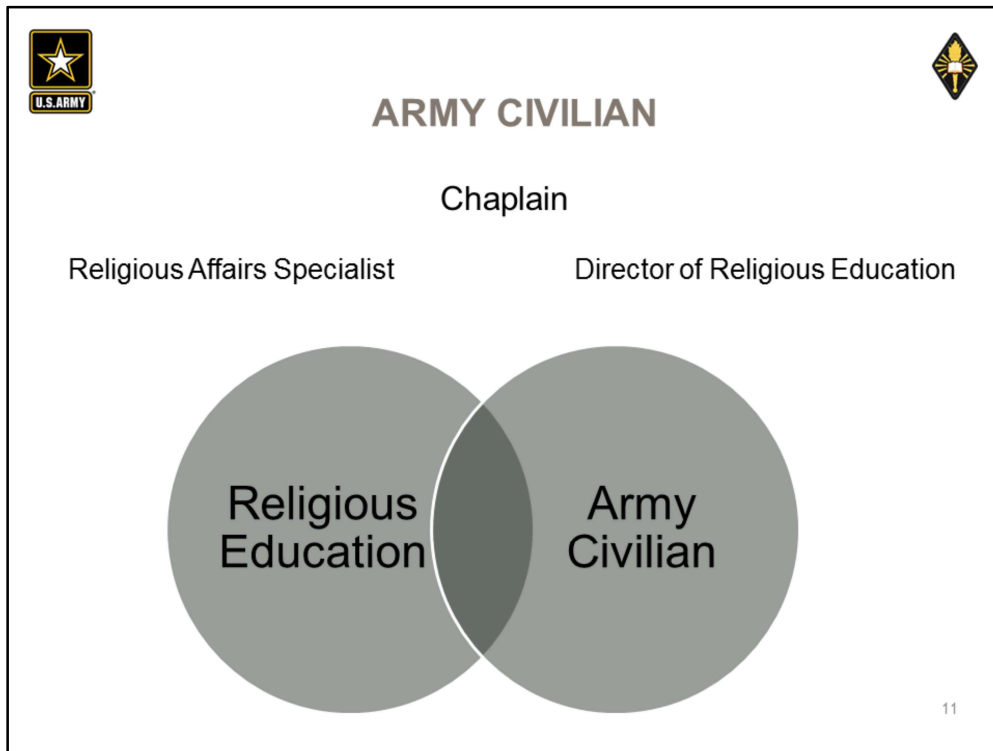
As an Army Civilian, you have 2 offices, each of which handles part of your employment:

- Directorate of Human Resources (DHR), <https://imcom.army.mil/Organization/G1Personnel.aspx>
- Civilian Personnel Advisory Center (CPAC), <http://cpol.army.mil/CHRA/>

Both are important for your success as an Army Civilian.

Look on their websites for information about your requirements and benefits as an Army Civilian. Find your DHR and CPAC offices, and introduce yourself.

Each Army Civilian position is in a Career Program (CP). DREs are in CP-32 with other educators. You will hear more about CP-32 over the coming year.



Instructor Note:

DREs are 1 of the 3 personnel groups in the Army Chaplaincy. DREs are Civilian employees whose religious preference is superseded by Army personnel requirements. Chaplains (CH) are endorsed by a religious group and are noncombatant commissioned officers in the Army. Religious Affairs Specialists (RAS) (formerly Chaplain Assistants) are enlisted Soldiers who are combatants.



“The Army Chaplain Corps consists of all military and Department of the Army (DA) Civilian religious support professionals.” AR 165-1, para 1-1.

“Army chaplains have two primary roles: professional military religious leader and professional military religious staff advisor. Their duties are prescribed by law, DOD policy, ARs, religious requirements, and Army mission.” AR 165-1, para 3-1.b.


“The religious affairs specialist, as a member of the U.S. Army Chaplain Corps, is a Soldier who provides expertise in religious support and religious support operations. Religious affairs specialists support the religious mission of the commander in responding to the needs of Soldiers, Family members, and other authorized personnel.” AR 165-1. para 4-1.b.

“DREs serve as the garrison chaplain’s key resource persons in the area of religious education and religious formation. DREs analyze, develop, manage, present, and evaluate religious education programs and religious formation processes that facilitate the religious development of Soldiers and Family members.” AR 165-1, para 5-2.a.

“The Chaplain Corps itself is a product of the nation’s commitment to religious freedom and its recognition that religion plays an integral role in the lives of many of its Soldiers. Chaplains have contributed to Soldiers’ religious freedom, moral development, and spiritual well-being throughout the history of the Army. Army chaplains represent many religious traditions present within the pluralistic religious culture of the United States.” AR 165-1, para 1-5.b.

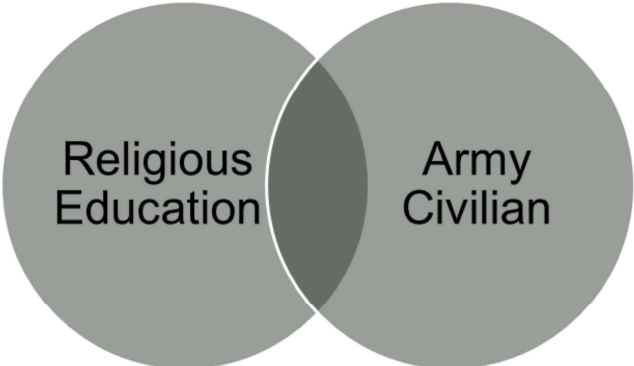
 

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 **APD** | ARMY PUBLISHING
DIRECTORATE

AMERICA'S ARMY:
SERVICE TO THE NATION
STRENGTH FOR THE FUTURE

<https://armypubs.army.mil/>



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Instructor Note:

All of the work of the DREs is within Law, Instruction, Regulation, Guidance, and Policy. The Army Publishing Directorate has many of the documents that we need to understand our roles. The most important for DREs are:

- AR 165-1 –
- FM 1-05 –
- ADRP 1 –

Find these on [Armypubs.army.mil](https://armypubs.army.mil/).

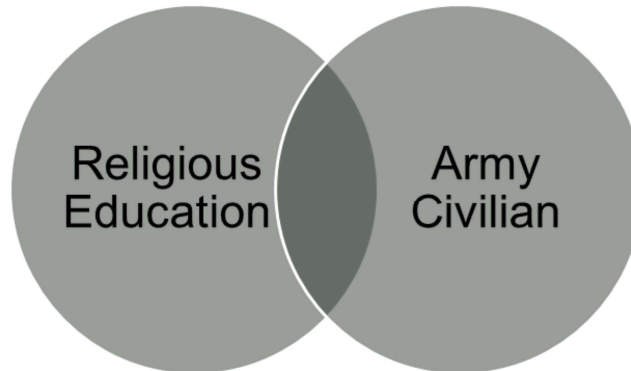
Save the documents to your computer.

Send the titles of each document to the course instructors.



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Religious Education is 1 of the essential elements of religion.



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Search AR 165-1 for the phrase “essential elements of religion.”

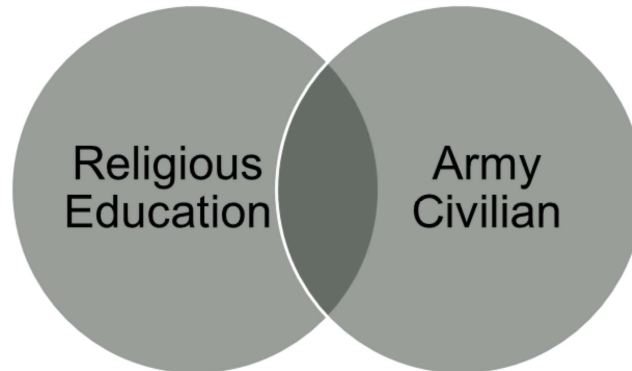
Fill in the blanks below to name the essential elements. Send the Course Instructors your answers and the AR 165-1 paragraph number where you found the essential elements of religion.

“The Army Chaplain Corps is organized to provide responsive religious support at all levels across the full range of Army operations. Religious support includes providing essential elements of religion to include _____, religious _____, _____ and _____, holy _____ and observances, pastoral _____ and _____, and _____.” AR 165-1, para _____



ARMY RELIGIOUS EDUCATOR

Understanding of DREs comes from reading relevant regulation, AR 165-1.



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Instructor Note:



In your career, you will be asked, "What do DREs do?"

In lesson 3 of this course, we will look at your position description (PD). All of the Religious Educator PDs are rooted in AR 165-1.

"DREs serve as the garrison chaplain's key resource persons in the area of religious education and religious formation. DREs analyze, develop, manage, present, and evaluate religious education programs and religious formation processes that facilitate the religious development of Soldiers and Family members." AR 165-1, para 5-2.a.

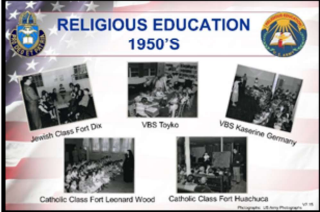
Continue reading AR 165-1, chapter 5, and submit to the Course Instructors your answers with relevant paragraph citations to the following questions:


1. Who provides direct supervision of a DRE?
2. List 5 tasks that DREs provide/direct.
3. Tell which office certifies all DREs.
4. Are DREs "competitive service" or "excepted service"?
5. Can you explain the DRE role in child protection and volunteer management?
6. Name 2 activities that DREs are not permitted to perform.





ARMY RELIGIOUS EDUCATOR

**RELIGIOUS EDUCATION
1950'S**








**Religious
Education**

**Army
Civilian**

**RELIGIOUS EDUCATION
2000'S**



<https://usachctraining.army.mil/religious-education>

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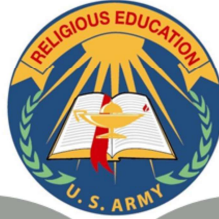
Instructor Note:

Who are Army Religious Educators?

- "DREs have been integral members of the U.S. Army Chaplaincy for over 70 years providing quality religious education to the Military Community. DREs have worked alongside Chaplains and Chaplain Assistants on various levels to include both garrison and operational mission support."
- The first Army Religious Educator was E. (Emma) Bryan Johnson, hired at Fort Bragg in 1948.
- As of 2018, there are DREs in installations scattered across the whole Army.
- "Religious education is a professional field within the General Schedule 1701 Series. According to AR 165-1, "the Chief of Chaplains Office will certify Directors of religious Education based on qualifications established by DACH and AR 165-1." A major qualification for these positions is an educational degree. Presently, the majority of DREs possess a Master's degree and ten DREs possess a Doctorate. As professional educators DREs bring credibility to the religious education programs offered and add support for Military members and their Families, thus enhancing readiness."
- The US Army Chaplain Center and School (USACHCS) provides a portal of religious education training resources. Use these resources, and offer additional resources through your Course Manager or Course Instructors.
- <https://usachctraining.army.mil/religious-education>
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ARMY RELIGIOUS EDUCATOR



Religious
Education

Army
Civilian

<https://www.dvidshub.net/video/461567/deputy-chief-chaplains-message-dres>

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Instructor Note:

Click the link and watch the 2016 message from the Deputy Chief of Chaplains Message to DREs.



TERMINAL LEARNING OBJECTIVE



ACTION: Remember RE professional standards as they relate to an Army GS position.

CONDITIONS: In a DL environment, given access to AR 165-1, ADRP 1, and civilian Religious Education professional organizations/standards.

STANDARD:

- Recall the qualifications listed in the DRE position announcement.
- Find RE professional organizations.
- Label relevant regulations.
- Show Religious Support Personnel roles.
- Name Essential Elements of Religion.

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Instructor Note: Have students silently read the TLO.

Say:

This is the end of Lesson 2, "Army Religious Educator."

If you are taking this course using Blackboard, then Lesson 3 will now be available.

If you have accessed this course in a different way, then email the Course Manager and Instructors your completed assignments. Once they have graded your results, they will provide further support to understand this lesson or will document your completion of Lesson 2.

All Lessons must be documented as complete by the Course Manager/Instructors to receive course credit.