USAG Bavaria Religious Support Office Volunteer Background Check Application Packet

PHASE 1







As a Volunteer, you are given the privilege of working with children in US Army Chaplain Corps activities. With this opportunity comes the responsibility to ensure exemplary protection of children. Completing the background check process helps protects children, and it gives you the benefits of legal voluntary status with the US Army, which protects yourself. For a smooth start to your voluntary service, please return this completed application packet to your local Religious Support Office (RSO) Functional Manager at least 30 days prior to desired start date. To complete the process, fingerprinting with MPD and completion of PII PHASE 2 paperwork with an in-person interview are necessary. Please see points of contact listed below to schedule and complete your application.

Utilize the USAG Bavaria RSO homepage for an editable PDF version of these documents:

☐ Section 1 – Two (2) References		
☐ Section 2 – Pre-Screening Interview		
☐ Section 3 – Code of Conduct	Child	
☐ Section 4 – Volunteer Position Description	Protection	
☐ Section 5 – Volunteer Agreement (DD FORM 2793)	Training	.
☐ Section 6 – Volunteer Service Record (DA FORM 4162)		U
☐ Section 7 – Fingerprint Information Worksheet (IMCOM WORK	SHEET 28L)	
☐ Section 8 – Child Protection Training (see QR Code)		
Section 9 – Create a VMIS Account https://vmis.armyfamilywebpo	ortal.com/	
Points of Contact (Functional Managers)		
Netzaberg, Tower & Rose Barracks: Mr. Robert M. Auker, robert.m.auker.c	civ@army.mil	
Hohenfels: Mr. Sean G. Forrester, sean.g.forrester.civ@army.mil		
Garmisch: Chaplain (LTC) David A. Schnarr, david.a.schnarr.mil@army.mi	I	

v.APR24

ARMY CHAPLAIN CORPS ACTIVITIES CHILD PROTECTION

PERSONAL REFERENCE FORM

Name of Applicant:							
How long have you known applicant and in what capacity?							
PERSONAL APPRAISAL: Based on the experience you have with the applicant, indicate by check mark in the appropriate column your evaluation of the following factors. OUTSTANDING ADEQUATE ADEQUATE						INUSFFICIENT OPPORTUNITY TO OBSERVE	
	ets assigned responsibility and effectively approved manner within time established.						
COOPERATION: Team v	vorker; works well with others.						
INITIATIVE AND CREATI without detailed instruction	VENESS: Thinks along original lines and works as or supervision.						
	SILITY TO ADAPT UNDER PRESSURE: udgement in adverse or emergency situations.						
ADAPTABILITY: Adjusts	well to changes in working or living environments.						
	THERS: Courteous in daily contacts including ces, religions, and nationalities.						
CHECK APPLICABLE BO	DX: If any answer is "yes" to the following questions; give details und	der "Rem	arks".		YES	ON	
Do you have any reason to question this person's loyalty to the United States?							
Do you have any knowledge of any behavior, activities, or associations which tend to show that this person is NOT reliable, honest, trustworthy, and of good conduct and character?							
PRINTED NAME AND EMAIL ADDRESS OF PERSON PROVIDING REFERENCE:							
SIGNATURE AND DATE:							

 Return to ______ Chaplain's Office, (Phone ______, Email _____)

ARMY CHAPLAIN CORPS ACTIVITIES CHILD PROTECTION

PERSONAL REFERENCE FORM

Name of Applicant:								
How long have you known applicant and in what capacity?								
PERSONAL APPRAISAL: Based on the experience you have with the applicant, indicate by check mark in the appropriate column your evaluation of the following factors. BETTER THAN AVERAGE OUTSTANDING						INUSFFICIENT OPPORTUNITY TO OBSERVE		
	ots assigned responsibility and effectively approved manner within time established.							
COOPERATION: Team v	vorker; works well with others.							
INITIATIVE AND CREATI without detailed instruction	VENESS: Thinks along original lines and works as or supervision.							
	BILITY TO ADAPT UNDER PRESSURE: udgement in adverse or emergency situations.							
ADAPTABILITY: Adjusts	well to changes in working or living environments.							
CONSIDERATION FOR OTHERS: Courteous in daily contacts including attitude toward different races, religions, and nationalities.								
CHECK APPLICABLE BO	DX: If any answer is "yes" to the following questions; give details und	der "Rem	arks".		YES	ON		
Do you have any reason to	question this person's loyalty to the United States?							
Do you have any knowledge of any behavior, activities, or associations which tend to show that this person is NOT reliable, honest, trustworthy, and of good conduct and character?								
PRINTED NAME AND EMAIL ADDRESS OF PERSON PROVIDING REFERENCE: SIGNATURE AND DATE:								

Return to ______ Chaplain's Office, (Phone _____, Email _____)

ARMY CHAPLAIN CORPS ACTIVITIES CHILD PROTECTION PRESCREEING INTERVIEW (OFFICAL DOCUMENT WHEN SIGNED) VOLUNTEER CONTRACTOR **CIVILIAN MILITARY** PART I - GENERAL INFORMATION 1. NAME OF CANDIDATE (Last, First, Initial) 2. INSTALLATION 3. PROGRAM WHERE SERVICE OCCURS INTERESTED POSITION(S) RELIGIOUS SUPPORT EMPLOYEE (MIL or CIV) CONDUCTING INTERVIEW (PRINT NAME, RANK, TITLE) PART II - INTERVIEW CPR TRAINED? YES **CERTIFICATE DATE:** 6. NO 7. FIRST AID TRAINED? YES NO **CERTIFICATE DATE:** 8. CANDIDATE'S REASON FOR SERVICE AND PREVIOUS EXPERIENCE: (Continue on back if needed.) 9. CANDIDATE'S STRENGTHS FOR WORKING WITH CHILDREN (See CCCPG for definition): (Continue on back if needed.) 10. HOW CANDIDATE HANDLES FRUSTRATION: (Continue on back if needed.) 11. OTHER COMMENTS: (Continue on back if needed.) **PART III SIGNATURES** 12. SIGNATURE OF CANDIDATE 13. DATE 14. INTERVIEWER: I RECOMMONED THIS PERSON FOR THIS POSITION(S) YES NO 15. SINGNATURE OF INTERVIEWER 16. DATE

ARMY CHAPLAIN CORPS ACTIVITIES Code of Conduct for the Protection of Children

1. The Army Chaplain Corps is committed to ensuring the health, safety, and well-being of the children who participate in Chaplain sponsored programs. This code of conduct is annually signed and is issued with annual "Chaplain Corps Child Protection Training."

2. Definitions:

- a. Child(ren): A person under 18 years of age, whether a natural child, adopted child, foster child, stepchild, or ward, of a service member or DOD civilian or their spouse. The term also includes an individual of any age who is incapable of self-support because of a mental or physical incapacity and for whom treatment in a medical treatment facility is authorized.
 - b. Child abuse: Physical or mental injury, sexual abuse or exploitation, or negligent treatment of a child.
- 3. References: AD 2014-23, AR 165-1, AR 608-1, AR 608-10, AR 608-18, DoDI 1402.5, DoDD 5400.11, DoDI 6060.4,"Chaplain Corps Child Protection Guidance at Chaplain Sponsored Events" (CCCPG)

4. Purpose

Printed Name

- a. The goal of chapel child protection is to serve the needs and protect the well-being of children. Army chaplains strive to design and implement programs that protect children from danger, abuse, neglect, or exploitation.
 - b. Army chapels do not tolerate child abuse in any form.
 - c. All children have equal rights to protection.
- d. Responsibility for the health, safety and wellbeing of children participating in chapel programs rests with every person employees (military and civilian), volunteers, contractors, and parents.
- 5. All persons who sign this code will acknowledge the requirements and responsibilities of chapel child protection.
- 6. All persons who provide service in Army chapels will ensure that:
 - a. Parents and volunteers are aware there is a chapel child protection policy and can see it on request.
- b. All persons who provide service with children have an understanding of what constitutes child abuse and procedures for reporting and prevention.
 - c. Threats to children are reduced by the following vetting and supervision IAW AD 2014-23:
 - i. Prescreening appropriate to the position.
 - ii. Preliminary investigations appropriate to the position.
 - iii. Complete background checks appropriate to the position.
 - iv. All chapel volunteers supervised by Army employees.
 - v. Line of Sight Supervision (LOSS) approved in writing by the commander is IAW AD 2014-23.
 - d. Children participating in chapel programs are appropriately registered with parental permissions.
- e. They refrain from disclosing information (including the use of names, community information, and images) that could be used to identify participating children or their families to unauthorized persons, including the internet. Exceptions are made based on written parental permission and IAW DoDD 5400.11.
 - f. A minimum of 2 vetted adults are present with children and in compliance with child-adult ratios IAW CCCPG.
 - g. Bathroom assistance provided to children is only with door ajar and with the child's privacy protected.
- h. Written permission will be provided by parents if someone else is taking custody of their child at the end of a chapel program. In no circumstances will custody be given in violation of the Army child supervision policies.
- i. Individuals may perform duties without LOSS or the 2 adult rule if interaction with the child: occurs in the presence of the child's parent or guardian; is in a medical facility, subject to the supervisory policies of the facility and in the presence of a mandated reporter of child abuse; or is necessary to prevent the death of or serious harm to the child, and supervision is impractical or infeasible (for example, medical emergency or emergency evacuation of a child from a hazardous location).
- j. The adult is always responsible for maintaining an appropriate relationship, even if a child behaves inappropriately. Adults will not place themselves in compromising or vulnerable positions.
- k. They contribute to an environment where children are able to recognize unacceptable behavior and feel able to discuss their rights and concerns.
 - I. Raise concerns about any situation of suspected abuse in accordance with applicable procedures.

7. I recognize that inappropriate behavior towards children, including failure to follow these stated behavior protocols
policies, and standards may be grounds for disciplinary action, including dismissal from employment (where
applicable), termination of volunteer participation, or other appropriate measures under applicable regulations or
statutes. This includes inappropriate touch, touch which denies a child's privacy, touch which is in a sexual manner and could be in violation of the laws against sexual assault and child molestation. I have read the above code of conduct and agree to adhere to Army and command requirements.

Date

Signature



USAG Bavaria Religious Support Office (RSO) Religious Education (RE) with minors Teacher/Leader Volunteer Position Description (PD)



Organization:	Religious Support Office (RSO) USAG Bavaria
Position title:	Religious Education (RE) with minors - Teacher/Leader
Position type:	Specified Volunteer
Summary:	Teach children and youth the essential elements of religion (AR 165-1, para 2-3a).
Duties:	* Teach / Lead children and youth under the guidance of the Chaplain
	* Assist the congregation in building mentoring relationships between adults, youth,
	and children as a guide and model in faith
	* Work with the sponsoring Chaplain, RE Leadership, and Director of Religious
	Education (DRE) to plan, prepare and implement children and youth programming
	* Coordinate with sponsoring Chaplain for needed curriculum, supplies and
	equipment
	* Obtain prior approval for teaching materials from sponsoring Chaplain and/or DRE
	* Maintain RSO / Chapel property according to SOP and room guidelines
	* Protect confidentiality and Personal Identifiable Information (PII) if encountered
	* Maintain the two-adult (cleared Volunteer) rule with minors
Requirements:	* Complete suitability background checks ICW current Army standards
	* Be an active participant in the chapel program and worship services
	* Complete Child Protection Training annually
	* Be faithful in attendance and arrive at least 15 min prior to scheduled program time
	* Attend RSO / Chapel sponsored Volunteer training * When passes and maintain volunteer hours in VMIS or DA Form 4713 (Volunteer
	* When necessary, maintain volunteer hours in VMIS or DA Form 4713 (Volunteer Daily Time Record)
	* When necessary, register in VMIS as a Chapel Volunteer
	* Wear corresponding volunteer name tag and lanyards
Time Requirem	ent: 4-5 hours per week. This includes scheduled program times, preparation as well
Time Requirem	as travel to / from venue.
Benefits:	Chapel programs are designed to build spiritual resilience that contributes to
Delicites.	Readiness of Soldiers and Families. Leaders obtain personal growth, professional
	development and social connections.
Training:	* Chapel Volunteer Orientation
	* Child Protection Training (annually)
	* Chaplain and/or DRE sponsored training
Orientation:	Multiple chapel locations, Sponsoring Chaplain, RE Leadership , DRE
Qualifications:	Background check clearance IAW AD 2014-23 and clarifying policy
Supervisor:	Sponsoring Chaplain, RSO Staff, DRE
Evaluation:	If the Community or Garrison Chaplain determines the volunteer does not comply
	with requirements, the Volunteer will be remove from service.
Contact Person	: Sponsoring Chaplain or DRE

CUI when filled

VOLUNTEER AGREEMENT FOR								
✓ APPROPRIATED FUND A	CTIVITIES			NONAPPROI	PRIATED	FUND INSTRUME	NTALITIES	
		PRI	IVACY ACT STAT	EMENT				
AUTHORITY: 10 U.S.C. 1588, Authority to accept certain voluntary services; 5 U.S.C. 3111, Acceptance of volunteer service; and DoDI 1100.21, Voluntary Services in the Department of Defense. PRINCIPAL PURPOSES(S): To acknowledge and document Volunteer Agreement for Appropriated Fund Activities or Nonappropriated Fund Instrumentalities before a statutory individual is allowed to provide volunteer services. ROUTINE USES: There are no specific routine uses anticipated for this information; however, it may be subject to a number of proper and necessary routine uses that are identified in each of the following systems of records notices: (1) A0608b DFSC, Personal Affairs: Army Community Service Assistance Files (at http://dpcld.defense.gov/Privacy/SORNsIndex/DoD-wide-SORN-Article-View/Article/570084/a0608b-cfsc/); (2) NM01754-2, DON Family Support Program Volunteers (at http://dpcld.defense.gov/Privacy/SORNsIndex/DoD-wide-SORN-Article-View/Article/570427/nm01754-2/); and (3) F036 AFDPC, Family Services Volunteer and Request Record (at http://dpcld.defense.gov/Privacy/SORNsIndex/DoD-wide-SORN-Article-View/Article/569815/f036-af-dp-c/). DISCLOSURE: Voluntary; however, lack of a signed Volunteer Agreement will limit Government support and eliminate certain benefits to individuals donating voluntary services to Appropriated Fund Activities and Nonappropriated Fund Instrumentalities.								
	4	PART 1	- GENERAL INF	ORMATION				
1. NAME OF VOLUNTEER (Last, First, Middle Initial)		ARENT/GUARD) (Last, First Mid	IAN (If volunteer is Idle Initial)	3. VOLUN (Select		AGE 18 OR	OVER	UNDER AGE 18
4. TELEPHONE NUMBER (Include	Area Code)		5. E-N	AIL ADDRES	S			
	PART II - VO	DLUNTEER ASS	SIGNMENT (to be	completed by	Accepting	Official)		
6. INSTALLATION/COMPONENT ACTIVITY	7. ORGANIZATION/UNIT 8. PROGRAM WHERE WHERE SERVICE OCCURS 9. ANTICIPATED DAYS OF WEEK 10. ANTICIPATED			CIPATED HOURS				
USAG Bavaria	Religious Supp	ort Operations	RSO Activity					
11. DESCRIPTION OF VOLUNTEE Assist with the free exercise of re		Sr	oonsoring Chapla	in:				
See position description (PD) for	-		D provided by & c					
See position description (PD) for	specific informa							
-		PART III -	VOLUNTEER CE	RIFICATION				
12. CERTIFICATION I expressly agree that my services (or those of my minor child) are being provided as a volunteer and that I will not be an employee of the United States Government or any instrumentality thereof, except for certain purposes relating to compensation for injuries occurring during the performance of approved volunteer services, tort claims, the Privacy Act, criminal conflicts of interest, and defense of certain suits arising out of legal malpractice. I expressly agree that I am neither entitled to nor expect any present or future salary, wages, or other benefits for these voluntary services. I agree to be bound by the laws and regulations applicable to voluntary service providers, to participate in any training required to perform assigned voluntary duties, and to follow all installation, unit and organization rules and procedures applicable to the voluntary services I (or my minor child) will be providing.								
a. SIGNATURE OF VOLUNTEER		SIGNATURE OF PARENT/GUARDIAN (if volunteer is under age 18) c. DATE SIGNED (YYYYMMDD)						
13.a. NAME OF ACCEPTING OFFI (Last, First, Middle Initial)	b. SIGNATURE			c. D	c. DATE SIGNED (YYYYMMDD)			
PART IV - TO BE COMPLETED AT END OF VOLUNTEER'S SERVICE BY VOLUNTEER SUPERVISOR AND SIGNED BY VOLUNTEER								
14. AMOUNT OF VOLUNTEER TIME DONATED		ours = 1 year)	b. WEEKS	c. DAYS		d. HOURS		VICE END E (YYYYMMDD)
16.a. VOLUNTEER SIGNATURE	b. PARENT/GUA SIGNATURE (under age 18)	(If volunteer is		D SUPERVISOR'S SIGNATURE			c. DATE SIGNED (YYYYMMDD)	
DD FORM 2793, MAR 2018		PREVIO	OUS EDITION IS C	RSOLETE			AEM Designe	Page 1 of 2

PREVIOUS EDITION IS OBSOLETE.

VOLUNTEER SERVICE RECORD For use of this form, see AR 608-1; the proponent agency is OACSIM.						
AUTHORITY:	PRIVACY ACT STATEMENT 5 USC Section 301, Department Regulations; 10 USC Section 3013, Secretary of the Army; and Army Regulation 608-1, Army Community Service Center.					
PRINCIPAL PURPOSE:	_	ormation on volunteers to assist in determining qualifications and task positions held, hours volunteered, training and awards received.				
ROUTINE USES:	None. The "Blanket Routine Uses" s Notices apply to this system.	set forth at the beginning of the Army's Complications of System of Records				
DISCLOSURE:	Voluntary. However, failure to provid Community Service Volunteer Prog	de the requested information may exclude you from participating in the Army ram.				
		this record will be furnished for the personal file of the volunteer and a duplicate transfer, a duplicate record will be furnished to the gaining organization upon				
1. NAME OF VOLUNTEER (Last, F	First, MI)	2. HOME ADDRESS (Street, City, State and ZIP Code)				
3. EMAIL ADDRESS						
4. TELEPHONE NUMBERS		5. SEX				
a. HOME		MALE FEMALE				
b. WORK		6. DATE OF BIRTH (YYYYMMDD)				
c. FAX		,				
7a. SPONSOR NAME		7b. SPONSOR UNIT ADDRESS				
8. Mark all the demographic data th	nat applies to the volunteer. Family mo	embers of service members should indicate the branch of service and status of				
the sponsor.	_					
SERVICE MEMBER	ARMY	AIR FORCE NAVY MARINE				
CIVILIAN EMPLOYE (APF and NAF)	OFFICER	ENLISTED				
ADULT FAMILY MEN	MBER ACTIVE DUT	Y RETIRED				
YOUTH FAMILY ME (Under age 18 and u	I I BESEBVE	GUARD				
CIVILIAN (Not connect the military)	ected with DECEASED					
9. CHILDREN AT HOME		10. INITIAL COMMITMENT				
NONE PRE	SCHOOL IN SCHOOL	ONE DAY EVENT ONE MONTH EVENT THREE MONTHS				
11. EDUCATION HIGH SCHOOL COL	LEGE ADVANCED DEGREE	SIX MONTHS NINE MONTHS OTHER				
12. WORK EXPERIENCE						
12. WORK EAFERIENCE						
13. VOLUNTEER EXPERIENCE						

14. SPECIAL SKILLS	, INTEREST, HOBBIES	
15. POSITIONS HELI		
START DATE	TYPE OF POSITION	END DATE
(YYYYMMDD)		(YYYYMMDD)
16. AWARDS AND S	PECIAL RECOGNITION	
DATE	TYPE OF AWARD/SPECIAL RECOGNITION	PRESENTED AT
(YYYYMMDD)	THE OF AWARDIO CONCRETO	.,,
17. TRAINING		
DATE	TYPE OF TRAINING	HOURS COMPLETED
(YYYYMMDD)		COMPLETED
18. VOLUNTEER AN	INUAL HOUR RECORD	
YEAR		12
HOURS	LOU DATE	CONNAMADD)
19a. SIGNATURE	19b. DATE	(YYYYMMDD)

Fingerprint Information Worksheet SECTION I - GARRISON INFORMATION AND INSTRUCTIONS This Worksheet is to be used ONLY for live scan fingerprint submissions IAW CTO Tasking Number: T19-037 for the following categories: volunteers, short duration contractors and "OTHERS" MUST have fingerprints completed prior to submitting work order ticket. This document is intended to help you obtain your child services background check fingerprints in the most expedient manner possible. You must present this form to the fingerprinting POC to be fingerprinted. Contact the Fingerprint POC listed below to schedule your appointment as soon as possible. Special Instructions: **Driving directions: HOURS OF OPERATION** PHONE NUMBER **ADDRESS** CONTACT INFORMATION FOR FINGERPRINTING POC PHONE **GARRISON** NAME **EMAIL ADDRESS** SECTION II - SUBJECT'S INFORMATION LAST NAME FIRST NAME MI SECTION III - FUNCTIONAL MANAGER OR REQUESTING OFFICIAL INFORMATION **GARRISON PHONE EMAIL ADDRESS** NAME \equiv **SECTION IV - FINGERPRINT REQUIREMENT INFORMATION** This Form can **ONLY** be used by Functional Managers when submitting **FUNCTIONAL MANAGER SIGNATURE** a Background Request for Categories requiring LIVE SCAN Fingerprints IAW CTO Tasking Number: T19-037 (ie. volunteers, short duration contractors and "OTHERS") **********NOT VALID FOR ANY OTHER CATEGORIES********* DATE FINGER PRINT REQUIREMENT **FINGERPRINT** SON SOI ALC **Live Scan ONLY Z227 Z256** 21008711 SECTION VI - FINGERPRINTING POC AGENCY USE ONLY (Return via email to Requestor)

SIGNATURE

DATE COMPLETED

PRINTED NAME

HOW TO GUIDE for USAG BAVARIA Volunteers

Volunteer Management Information System (VMIS)

Open up you internet browser & go to www.ArmyFamilyWebPortal.com

REGISTER (for 1st time users):

- 1. Click on "Register" (Upper right hand corner).
- 2. Complete registration information (Email & Password).
- 3. Verify information & then click "Register".
- 4. Screen will show "Thank you for signing up" (which will trigger an email to be sent).
- 5. Verify your email, return to the AFWP portal and update your Profile by logging in. Here you may connect a CAC. It is important to setup the Profile at AFWP. Enter Name, DOB, and select the proper community for your volunteer service: **Garmisch, Grafenwoehr, Hohenfels, or Vilseck**. Select one location. You must then select a disposition: Service Member, Family Member, DoD Civilian, Retiree, etc. Finally SAVE.

ACCESS VMIS, go to https://vmis.armyfamilywebportal.com (this link is at top corner of AFWP):

- 1. Click on "Log In".
- 2. Enter in your Email & Password. This should open up VMIS at the "Dashboard".

APPLY FOR VOLUNTEER POSITION (Once Registered or Logged In)

- 1. First, complete the VMIS Profile on right side, by adding contact information and preferences.
- 2. Under "Volunteer" (on the left hand side), Click "Opportunities".
- 3. Click the "Filter" button. First confirm your "Community" as selected in your profile. Then click "Organization Group" and select "Chapel".
- 4. You will now see a list of RSO Chapel Volunteer Positions available for your to choose. Please select the appropriate position by clicking on the title. If you are unsure about the position, please contact your Organizational Point of Contact (OPOC).
- 5. Select a position you are interested in and review the Position Description; you may print if desired.
- 6. If you want to apply, simply click "Apply".
- 7. After you click "Apply", the "Volunteer Application" will appear. Verify your information and submit.
- 8. Afterwards a message will pop up saying "Application Received".
- 9. A notification will be sent to the OPOC, and they will approve in VMIS so that you may begin logging hours. You may review the status under "Applications" on Dashboard.

LOGGING HOURS

- 1. Click on "Service Log" under the "Volunteer" section.
- 2. Here a calendar along with all of the positions you applied (& got approved for) will appear.
- 3. Select under "Position" which Organization you will record volunteer hours; you may have more than one.
- 4. To input hours for the current month, find the correct date and double click on it.
- 5. "Enter Daily Hours" will pop up, enter in your hours and a description (if applicable) or attachments
 OR
- 6. To input hours in a lump sum for an entire month, select "Period Hours" (above the calendar on the left side)
- 7. "Enter Period Hours" will pop up, enter in your hours and a description (if applicable) or attachments.
- 8. Click "Submit" and a notification will be sent to the OPOC, where they may approve your hours.

Organization POCs: Mr. Robert Auker DSN 569-7071 Grafenwoehr, Vilseck and Garmisch Mr. Sean Forrester DSN 522-4129 Hohenfels