

KAISERSLAUTERN AMERICAN

FEATURES

Everyone wins with volunteer work

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Adjusting to life in a new area can be difficult. When people move, they leave behind their communities and their connections. This disconnect can lead to feelings of isolation and loneliness, loss of sense of purpose, or stunted



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professional development. One possible answer to all of these problems is volunteer work.

Getting involved in a new community is one of the best ways to make it feel like home. Volunteering comes with a long list of benefits for volunteers and organizations alike. Phyllis Cohn, Regional Program Director for the American Red Cross Service to the Armed Forces, described a sort of symbiotic relationship between volunteers and their organizations. Like many service organizations, The American Red Cross relies extensively on volunteer work, but it also provides important opportunities for volunteers to grow, both personally and professionally. Aside from the important work that volunteers do for their organizations, "there are a few wonderful reasons to be a volunteer," said Cohn.

It can be hard to meet new people while getting settled in a new place. "The first reason to volunteer is a built-in community for the volunteer. This is particularly beneficial for people new to the area, such as spouses," Cohn said.

When volunteering, people can meet and make connections that can turn into friendships. Time spent working together for the greater good can spark conversations about shared interests and goals.

The second reason to volunteer Cohn described is the potential to gain valuable work experience. "Volunteers can enhance their skills while volunteering," Cohn explained. "It can be hard to find work in Germany, but people don't want to leave when it is PCS time with gaps in their resumes. These gaps can be filled with valuable leadership experience or new skills gained through volunteer work." While volunteer work is, by definition, unpaid, it can pay off big time in the job market. By tailoring outreach to suit an existing or desired skill set, volunteers can refine their abilities and use them to achieve their goals.

One obvious benefit of volunteering is the chance of providing service to the community and giving back. By helping to meet the needs of those around them, volunteers become an important part of their community. They can also find a sense of purpose by spending their time helping people.

The last benefit of community service that Cohn discussed was the role it can play in the careers of active duty military members. By volunteering their time, active duty members can gain real-world experience that bolsters their military career. Additionally, volunteer experience can go a long way in showing the character of a service member. Opportunities to volunteer on and off base are available to military members and civilians alike.

Fortunately, there is a plethora of volunteer opportunities to be found within the Kaiserslautern Military Community, including service organizations, school programs, spouses' groups, and more. As Cohn stated, "We know that volunteering is the right thing to do anyway, but it also shows those around you that you have a heart for community service." So, get out there and get involved. For a complete list of volunteer opportunities in the KMC, visit www.kaiserslauternamerican.com/to-volunteer-or-not-to-volunteer.

The news in Kaiserslautern this week was relevant to our topic today!
It was such a blessing and inspiration to read this article.

These are 2 separate but interrelated topics.

Ignoring either topic denigrates the Army's effectiveness at providing Title 10 Religious Support.

When we protect Children we are allowing them to engage in the community. As your Annual Child Protection Training just pointed out, protecting children today means protecting the future generation. Damage to children today damages generations to come. Support for children today provides support for generations to come.

We need to recognize that our Volunteers are an integral part of our TDA or MTOE staffing models. We can think of volunteer management as a piece of the Human Resources Management that we do for Chaplains, Chaplain Assistants, Religious Educators, and other chapel leaders. When we can look at voluntary service as opportunities to enhance RESILIENCE, then we remember that responsible Volunteer Management demonstrates our trustworthiness to our Soldiers, Civilians, and Families.

2000+ years ago, there were Army Chaplains in Rheinland-Pfalz. They provided support to Roman Soldiers and their Families assigned to this remote part of the Empire.

5 years ago, the US Army Chaplain Corps was running programs with Soldiers, Civilians, Spouses, and Children. The landscape of Army Religious Support looked great. We felt successful as we worked for the essential elements of religion.

When we talk Volunteer Management and Child Protection, we are talking all essential elements of religion (worship, religious rites, sacraments and ordinances, holy days and observances, pastoral care and counseling, and Religious Education).

However, the landscape changed in the fall of 2012.

The events of 2012, reminded me of Mount Saint Helens' eruption in 1980. The pictures that we are seeing are of that area.

The blow up did not occur within the Chaplaincy, but the ensuing inspections showed that no Army directorate was handling child protection or volunteer management correctly

The cloud of child protection background checks blew from Washington across the Atlantic to Europe. Child Protection and Volunteer Management hit the Chaplain Corps in Europe on 20 December 2012.

1. Child Protection is part of the wider Army Multiple Screening Requirement. It is part and parcel of what we do for our Clearances.
2. Child Protection is about all personnel types – Military, Civilian, Contractor, and Volunteer – each with its own set of requirements. Volunteer Management is just one of the personnel categories – it is not the ONLY category.
3. Child Protection is not a Religious Education Thing. Child Protection is not an IMCOM Thing. Child Protection applies to all Army programs, and background checks are required for people who are with children when the parents are not in Line of Sight of the child.
4. The assumption of risk is always the prerogative of the..... Commander.
 1. Any decision about who does not get checked are the Commander's decision.
 2. Any decision about a program where children are present without their parents is the decision of the Commander.
 3. Any decision about the adjudication of derogatory findings is by the Commander.

- If a program is in a Mission Organization, then the Senior Chaplain of that organization has the Senior responsibility.
 - Examples are Strongbonds, Counseling situations, FRG activities.
- If a program is in the Garrison, then the GARRISON Chaplain has the senior responsibility.
- If we are not sure, then go with the Commander who is in control of the building, the budget, or who is giving people duty time to do the work??

At the requirement of the Secretary of the Army, the Chief of Chaplains has signed guidance documents on Child Protection. These documents apply the law, regulation, and policy to the situations of Chapel settings and Chaplain sponsored programs.

Here is the link for the Guidance DOCUMENTS and for accompanying SOPs. We have created a notebook each for the Senior Chaplains in 21st TSC, Regional Health Command Europe, and USAG Rheinland-Pfalz.

OCCH – CVM and CCCPG

https://army.deps.mil/army/cmds/imcom_eur/s-staff/rso/cpvm/SitePages/Home.aspx

I talked with OCCH on Monday, and the newest edition will be signed in a few weeks. However, any edits to these current documents are inconsequential to what you need to know.

Dr Yeuell and I are here at IMCOM Europe as Regional Religious Educators. Contact our office for updated information – we are here to assist, including to ensure that you have the most correct forms and processes. We also advocate on your behalf for alleviation of burden!

We know where to find resources:

1. Such as Commander Designated Entity Compliance – All the forms that the Big Army Needs
 1. https://army.deps.mil/army/cmds/imcom_HQ/g3/sec/SitePages/CDC_Compliance.aspx

Here are products that we have developed for your use in Garrison or Unit programming:

1. Chapel Activity Record – a way of having instant updates and visibility on the work being done in your footprint – the depth and breadth of your labor. This provides Specific and Measurable Answers to your Commander about what Religious Support Looks like!
 1. <https://intranet.eur.army.mil/imcom-e/hq/s-staff/rso/car3/SitePages/Home.aspx>
2. Child Protection Background Check Tracker – All organizations that do Background checks are required to have a tracking system of the personnel that they are getting onboard, have on board, renewing, and have farewell-ed.
 1. <https://intranet.eur.army.mil/imcom-e/hq/s-staff/rso/rsobct/default.aspx>

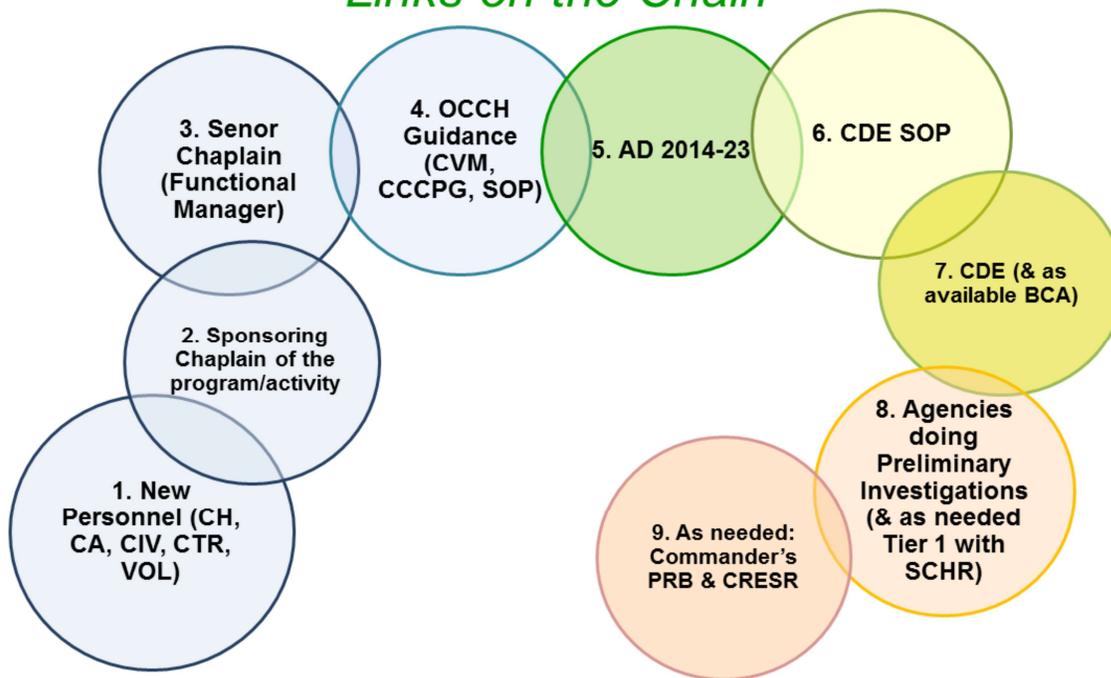
You are onboarding a NEW USAG Rheinland-Pfalz Director of Religious Education. Think of him as the “Tour Guide.” As you start a new era in Religious Support in the Rheinland-Pfalz area.

- But I want us to think about our hopes and dreams for accomplishing all Religious Support.
- When we think of the Essential Elements of Religion and Child Protection, what DOES right look like in Rheinland-Pfalz?
 - Worship
 - religious rites
 - sacraments and ordinances
 - holy days and observances
 - pastoral care and counseling
 - and Religious Education.

As you begin to think specifically about your people and your programs, we have a new resource for you that we have JUST completed this week. Online Chaplain Corps Activity Registration was a dream that your predecessors here in Kaiserslautern held in 2012 and earlier. Just this week, we have completed a secured, PII approved online Registration that you can use for your programs.

- Army Chaplain Corps Activity Registration is located at
- https://army.deps.mil/army/cmds/imcom_eur/s-staff/rso/ccar/SitePages/home.aspx
- We can edit for the specific programs of your Unit or Garrison.

Army Chaplain Corps Activities' Child Protection & Volunteer Management "Links on the Chain"



1. Army installations and chapels have a 30% turn over of personnel each year. These include Chaplains, Chaplain Assistants, Civilians (DRE), Volunteers, and Contractors. This is the highest rate of turnover for any Soldier Support oriented directorate. This process occurs each time a new person comes on board.
2. When the Sponsoring Chaplain meets new Volunteers, Chaplains, Chaplain Assistants, Civilians, or Contractors, then he/she needs to coordinate with the Senior Chaplain (who is also known as Functional Manager). These are the same sorts of activities that you have when you do other parts of the Army Multiple Screening Requirements (Clearance etc). There might be no child protection needed, but what are the things needed.
3. The Functional Manager consults with OCCH to know how to onboard these people, beginning with prescreening. Prerogative for assumed risk is the Commander's.
4. When the personnel are volunteers, then the guidance includes "Chapel Volunteer Management." When there are children involved in the activity, then the guidance includes "Chaplain Corps Child Protection Guidance" (CCCPG). The CCCPG applies the requirements of AD 2014-23 to chapel activities.
5. AD 2014-23 governs the wider process of child protection background checks.
6. The Commanders have SOP for how they process these background checks.
7. Using that SOP, the Commander's Designated Entity (CDE) takes the background check request forms from the Functional Manager.
8. The CDE then contacts the agencies that process the checks.
9. If there is derogatory information found, then the CDE brings in the Program Review Board which will involve the Functional Manager. The results of the background checks are communicated back along the chain giving notice that the person is either suitable or unsuitable for desired service.

I recommend that you have a Primary POC for Child Protection in your organization.

If you are covering a congregation, then coordinate with the Garrison child protection POC / Volunteer Coordinator.

- To simplify your life, we have a Volunteer Position Description for a Volunteer Coordinator.

Once I know your POC, then I can help them be equipped for the Child Protection journey.