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Alabama Department of Corrections

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Richard F. Allen
COMMISSIONER

March 4, 2008

ADMINISTRATIVE REGULATION
NUMBER 460

OPR: CHAPLAINCY SERVICES

FAITH / CHARACTER BASED PROGRAMS

I. GENERAL

This Alabama Department of Corrections (ADOC) Administrative Regulation (AR) establishes the responsibilities, policies, and procedures for Faith / Character Based Programs (FCBP).

II. POLICY

It is the policy of the ADOC that the Chaplaincy Services shall administer a FCBP, under the direction of the Warden / designee, to accomplish two main goals: (1) managing inmates with greater control to help minimize the potential for prison violence, prison escape, and institutional misconduct; and (2) to reduce recidivism.

III. DEFINITION(S) AND ACRONYM(S)

- A. **Administrative Review Committee (ARC) for the Faith / Character Based Residential Housing Unit:** A committee composed of the institutional Warden / designee(s), Chaplain, and the Faith / Character Based Coordinator, Captain, Faith / Character Based Residential Program (FCBRP) Correctional Officer, and Classification Supervisor. This committee provides council to the FCBRP.
- B. **Faith / Character Based Coordinator(s):** A Chaplain’s designee approved by the Warden as a Chaplaincy Volunteer that has completed the Level III Volunteer Training (per AR 313, *Chaplain Services*) to manage the day-to-day operation of the FCBRP, IRCBS, and FCBREP.
- C. **FCBP (Faith / Character Based Programs):** These are programs designed to help inmates develop life skills, personal growth, and accountability with outcomes of positive personal, family, institutional, and community

relationships.

- D. **FCBP Freedom of Choice Participation:** FCBP participation and criteria is nonsectarian, nondenominational, non-forced, and non-coerced in nature.
- E. **FCBREP (Faith / Character Based Re-entry, Reintegration Programs):** These are programs designed to assist an inmate in transitioning from ADOC incarceration to the community.
- F. **FCBRP (Faith / Character Based Residential Housing Unit Program):** A living area designated by the Warden to house inmates participating in the FCBRP that is based on national and / or international organizational standards with a focus on positive growth in an institutional setting.
- G. **IC (Inmate Faith / Character Based Residential Housing Unit Program Council):** Inmates selected from the FCBRP that consists of, but not limited to: Community Representatives and Senior Coordinators. This council sets forth responsibilities that are established by the FCBRP SOP. The members of this council are selected by the Chaplain and / or by the FCBRP SOP. The council members assume leadership responsibilities in the FCBRP for an established period of time.
- H. **IRCBS (Institute for Religious / Character Based Studies):** Curriculums in various areas as stated in the institutions' FCBP that provide inmates with spiritual, multi-religious, and academic subject matter.
- I. **Pastoral Programs Supervisor:** A state employee that is the administrative consultant for and liaison between the ADOC and Federal, State, and Community agencies on religious and Faith / Character Based Programs.
- J. **RARC (Religious Activities Review Committee):** A committee composed of the Associate Commissioner of Programs, Pastoral Programs Supervisor, and four (4) Regional Chaplains that review and develop departmental policies and procedures on religious and Faith / Character Based Programs.
- K. **Volunteer(s):** An individual that: (1) has successfully completed Level II or Level III Volunteer Training (per AR 313, *Chaplain Services*); (2) has been recommended by the institutional Chaplain; and (3) has been approved by the Warden to conduct programs and / or provide services for the FCBP.

IV. **RESPONSIBILITIES**

- A. The Warden is responsible for:
 - 1. Developing his / her institutional Standard Operational Procedures (SOPs), as necessary, for the implementation of AR 460, *Faith /*

Character Based Programs.

2. Appointing a staff member to serve on the Administrative Review Committee (ARC).
3. Approving the Faith / Character Based Programs (FCBP).
4. Establishing the institutional criteria for an inmate to enter the FCBP and the FCBRP Housing Unit.
5. Approving all Level II and Level III volunteers participating in the FCBP according to AR 313, *Chaplaincy Services*.

B. Pastoral Programs Supervisor is responsible for:

1. Consolidating the departmental FCBP database of participants' applications (ADOC Form 460-A), behavioral reports (ADOC Form 460-B), educational records (certificates, diplomas, and degrees) (ADOC Form 460-C), transcripts, and program curriculums.
2. Implementing a FCBP training program and curriculum that is approved by the RARC.
3. Working in partnership with the RARC to establish reporting, curriculum, and documentation standards for the FCBP.
4. Submitting the institutional curriculums and curriculum providers for the IRCBS to the RARC for approval.
5. Providing an approved list of curriculums and curriculum providers semi-annually to institutions for their FCBP.
6. Representing the department as liaison with Federal, State, and Community agencies on the FCBP.

B. The Administrative Review Committee is responsible for:

1. Meeting quarterly with the IC, unless otherwise specified by the Warden.
2. Reviewing inmate applications for acceptance into the Faith and Character Based Residential Housing Unit Program (FCBRP).
3. Providing counseling, recommendations, and affirming Chaplaincy leadership and IC directions and decisions with the

FCBRP.

D. The Chaplain is responsible for:

1. Administering and developing the Faith and Character Based Programs.
2. Setting the vision for the Faith / Character Based Programs. This vision must be the guiding component that influences its programs and growth.
3. Developing, managing, and executing the IRCBS programming at his / her assigned institution; and assisting area institutions that do not have a Chaplain assigned with the Wardens' approval.
 - a. Characteristics of IRCBS programming (Compared to regular / required Chaplaincy Service programming):
 - i. Program curriculum is multi-religious and equitably standardized.
 - ii. Program curriculum complies with Central Record's record keeping format for participating inmates.
 - iii. The Chaplain maintains records of inmates that have completed IRCBS courses.
 - iv. Outcomes are reported to Classification for placement in the inmates' file.
 - v. Program curriculum is Academic in nature and informational in presentation compared to a devotional venue.
 - vi. Curriculums, developed by the Chaplain and other agencies, conforming to the approved standards of style, and having the approval of the Pastoral Programs Supervisor and RARC.
 - vii. IRCBS programming requires inmates to complete, *Faith / Character Based Programs: Covenant and Agreement*.
 - b. Characteristics of regular / required Chaplaincy Service Programming:

- i. Religious services.
 - ii. Literature.
 - iii. Devotional opportunities for prayer and study.
- 4. Providing to the institutional classification unit FCBP participants' records, such as and not limited to: certificates, diplomas, degrees, and transcripts for ADOC Central Records and other requesting agencies according to the standardized method of reporting.
- 5. Maintaining a database for FCBRP with a minimum of: the participants; their behavioral progress; educational advancements (certificates, diplomas, and degrees); programming transcript(s); and program curriculums.
- 6. Maintaining a database for IRCBS with a minimum of: the participants; educational advancements (certificates, diplomas, and degrees); overall transcript(s); and program curriculums.
- 7. Maintaining a database for FCBREP with a minimum of: the participants; their behavioral progress; educational advancements (certificates, diplomas, and degrees); programming transcript(s); and program curriculums
- 8. Determining FCBP time frames for inmate participants.
- 9. Establishing the criteria, with the Warden's approval, for inmates' to enter into the FCBRP.
- 10. Recruiting volunteers for the FCBP.
- 11. Recruiting the FCBRP Housing Unit Coordinator(s).
- 12. Recruiting the IRCBS Coordinator(s).
- 13. Recruiting the FCBREP Coordinator(s).
- 14. Submitting FCBP semi-annually statistical reports to the Pastoral Programs Supervisor.

E. The Faith / Character Based Coordinator is responsible for:

- 1. Collaborating with the Chaplain on the administration of the FCBRP.

2. Interviewing inmates as a member of ARC for entry into the FCBP and facilitating the preparation of the ADOC Form 460-B, *Faith / Character Based Programs: Covenant and Agreement*.
 3. Preparing an ADOC Form 460-C, *Faith / Character Based Program: Education Transcript* upon an inmate that has successfully completed an educational accomplishment.
 4. Assisting the Chaplain with evaluating an inmate annually, or as needed, in the FCBRP and preparing ADOC Form 460-D, *Faith / Character Based Residential Housing Unit: Behavioral Report*.
- F. The Classification / Institutional personnel shall enter information on inmates' diplomas, certificates and successfully completed courses into the inmate database from the ADOC Form 460-C.
- G. All ADOC employees shall be responsible for complying with the guidelines set forth in this regulation.

V. PROCEDURES

A. FAITH / CHARACTER BASED RESIDENTIAL HOUSING UNIT PROGRAM (FCBRP)

1. Program Administration:
 - a. Major institutions shall provide FCBRP. All other institutions may provide FCBRP, with the Warden's approval as resources permit.
 - b. An inmate must meet the criteria designated by the Warden and the Chaplain. The minimum criteria include, but is not limited to:
 - i. The inmate shall have at least ninety (90) days or more clear disciplinary record for entrance to the FCBRP. Placement shall be based on institutional bed space needs.
 - ii. The inmate shall have been out of segregation at least ninety (90) days before applying for entrance to the FCBRP.
 - iii. The inmate shall complete and sign ADOC Form 460-A, *Faith / Character Based*

Residential Housing Unit: Application and Agreement which acknowledges his / her freedom of choice to participate in the FCBRP.

2. Program Function:
 - a. Based on the unique mission of the institution, additional criteria may be formulated within the institution's FCBRP institutional SOP to meet the needs of the FCBRP.
 - b. The program shall be based on national and / or international organizational standards having focused on positive growth in an institutional setting.
 - c. At a minimum, the FCBRP is designed as a two-year program divided into four (4) phases of six (6) months.
 - d. The Chaplain shall maintain a waiting list of inmates to fill beds as vacancies become available.
 - e. The Chaplain shall submit semi-annual standardized reports to Information Systems (IS) on FCBRP participants.
 - f. The FCBRP may include programming from the following areas, but is not limited to: (Other areas shall be approved by the Pastoral Programs Supervisor and the RARC.)
 - i. Communications skills.
 - ii. Conflict resolution.
 - iii. Building respect.
 - iv. Sharing and caring.
 - v. Recovery from Hurts, Hang-Ups and Addictive Habits.
 - vi. Cognitive Thinking and Problem Solving.
 - vii. Anger Management and Alternatives to Violence.

- viii. Attitudes and Emotions.
 - ix. Budgeting, Life Skills.
 - x. Talks by Successful Ex-Offenders Approved by the Warden.
 - xi. Mentor Visitation by Approved Volunteers.
 - xii. Parenting Skills.
 - xiii. Marriage / Family / Divorce.
 - xiv. Spiritual Education.
 - xv. Grief and Listening.
 - xvi. How the Human Personality can be Changed.
 - xvii. Forgiveness, Healing and Reconciliation.
 - xviii. Citizenship and Social Responsibility.
 - xix. Ethics and Morality.
 - xx. Restorative Justice.
- g. The Chaplain or designee may conduct a FCBRP seminar that includes the immediate family. The seminars must be pertinent to family issues like marriage, parenting, extended family relationships, as well as other family related skills. An inmate's immediate family may be invited to attend the program seminar with the inmate as prescribed by AR 303, *Visitation*.
- h. The Warden / designee shall approve the FCBRP community rules. The community rules must be at least as stringent as the institutional rules and regulations. The rules shall reflect a higher standard of behavior and interpersonal relationships. The community rules shall not conflict with the ADOC policies and procedures and institutional rules and regulations.
- i. General population inmates shall submit an application, ADOC Form 460-A, *Faith / Character Based*

Residential Housing Unit: Application and Agreement, to the ARC.

- j. An inmate that is approved for entry into the FCBRP must agree to participate in classes, groups, and events and other stipulations set forth in the FCBRP institutional SOP. This agreement shall be affirmed by the inmate signing the ADOC Form 460-A.
- k. The ARC may approve, or disapprove, an inmate's application for entrance into the FCBRP according to the programming criteria set forth by this regulation and the institutional FCBRP SOPs.
- l. An inmate shall **not** be refused participation in the FCBRP on the basis of his / her beliefs, religion, philosophical, or political affiliation.
- m. FCBRP participants shall adhere to the institutional rules and regulations as well as the institutional FCBRP SOPs.
- n. An inmate shall be removed from the FCBRP if the inmate refuses to participate in classes, groups, or events of the program, or the inmate's behavior is detrimental to the objectives of the program as set forth in the institutional FCBRP SOPs.
- o. An inmate that has been removed from the FCBRP may submit an application once they have met the criteria in the institutional FCBRP SOPs for reentry into the program.
- p. An IC shall be established consisting of the FCBRP Coordinator and inmates from the unit. The number of inmates on the council shall be dictated by the FCBRP institutional SOP. The Warden / designee, Chaplain and FCBRP Coordinator shall provide authoritative oversight and have final decision-making prerogative.
- q. The IC shall adhere to the sanctions for inmate rule violations according to the institutional FCBRP SOPs.
- r. The institution shall endeavor to honor the FCBRP Housing Unit participants' job assignments to coordinate with programming requirements. This endeavor will assist with the program's stability and continuity of

objectives.

- s. The ADOC shall endeavor not to transfer an FCBRP participant prior to him / her completing the program, unless for security issues or departmental needs.
- t. The ADOC may transfer an FCBRP participant prior to the beginning of a new phase or any other time depending on the departmental needs.
- u. An inmate may continue to reside in the FCBRP:
 - i. Beyond the two-year period as set forth by the institutional FCBRP SOPs. When inmates and institution populations are less transient (long-term sentences, or maximum security institutions), the FCBRP may include a permanent resident status on a semester basis. NOTE: This group of inmates is used for stabilizing the FCBRP, as a peer group for behavioral normalization, for residential mentoring, and for expanding the FCBRP into other parts of the institution as well as other possibilities for such a core group of residents.
 - ii. An inmate that remains in the housing unit beyond the two-year period shall be required to assume additional responsibilities and educational courses as set-forth by the institutional FCBRP SOPs.

B. INSTITUTE FOR RELIGIOUS / CHARACTER BASED STUDIES (IRCBS)

- 1. Program Coordination:
 - a. Major institutions shall provide Institute for Religious / Character Based Study (IRCBS) programs. All other institutions shall provide IRCBS programming with the Warden's approval.
 - b. The IRCBS programs are standardized studies diverse of the regular devotional venues traditionally offered by Chaplain Services.

- c. The criteria for an inmate to enter the IRCBS programs shall be approved by the Warden and Chaplain. The minimum criteria include, but is not limited ,to the following:
 - i. The inmate shall have at least ninety (90) days or more clear disciplinary record for entrance to the IRCBS, based on institutional needs. One time probationary status for IRCBS may be implemented for inmates not meeting the ninety (90) day clear record requirements. Chaplains shall develop probationary requirements for inmates on a case by case basis.
 - ii. If an inmate does not meet the ninety (90) days or more clear disciplinary record, the inmate may enter the IRCBS programming on a one-time probationary status with the approval of the Warden and the Chaplain. The Chaplain shall develop the programming requirements for the inmate.
 - iii. The inmate shall be out of segregation at least ninety (90) days before applying for entrance to the IRCBS programming.
 - iv. The inmate shall complete and sign ADOC Form 460-B, *Faith / Character Based Programs: Covenant and Agreement* which acknowledges his / her freedom of choice to participate in the IRCBS.
- d. For all other institutions, the criteria for an inmate to enter the IRCBS programs shall be approved by the Warden and a Chaplain from the regional area. The minimum criteria shall be established by the institutional SOP.

2. Program Function:

- a. The criteria for an inmate to enter the IRCBS programming shall be established in the institutions IRCBS SOPs.
- b. The program shall be based on national and / or international organizational standards having focused on positive growth in an institutional setting.
- c. The IRCBS programming shall be designed in a graded format so that an inmate begins at an entry level and progresses to an advanced level.
- d. The inmate shall complete and sign ADOC Form 460-B, *Faith / Character Based Programs: Covenant and Agreement* which acknowledges his / her freedom of choice to participate in the IRCBS.
- e. The inmate must meet: (1) the requirements of the specific curriculum provider; (2) the ADOC clear records requirement per AR 460; and (3) the institutional IRCBS SOPs.
- f. An inmate approved for entry into the IRCBS programming shall agree to participate in classes, groups, events, and other stipulations set forth by the institutional IRCBS SOPs.
- g. An inmate shall **not** be refused to participate in the IRCBS programming on the basis of his / her beliefs, religious, philosophical, or political affiliation.
- h. An inmate shall be removed from the program if the inmate's behavior is detrimental to the objectives of the program.
- i. The Chaplain or designee may conduct an IRCBS program seminar that includes the immediate family. The seminars must be pertinent to family issues like marriage, parenting, extended family relationship, as well as other family related skills. An inmate's immediate family may be invited to

attend the program seminar with the inmates as prescribed by AR 303, *Visitation*.

- j. The Chaplain shall submit semi-annual standardized reports to Information Systems (IS) on IRCBS participants.

C. **FAITH / CHARACTER BASED RE-ENTRY / REINTEGRATION PROGRAM (FCBREP):**

1. The Chaplain shall provide information for an inmate to re-enter and to reintegrate into society.
2. The Chaplain shall provide information creating a re-entry plan to include, but not limited to: resume preparation, completing a job application, interviewing techniques, personality inventory for career choices, getting involved with the community church, becoming aware of the pitfalls of returning to criminal activities.
3. The Chaplain shall provide information for an inmate on contacts with the local government offices, availability of community resources, faith-based organizations, and civic organizations.
4. The Chaplain shall direct mentoring programs to become relational bridges for inmates affording accountability for transitioning into local communities.
5. The Chaplain shall ensure that all volunteers conduct themselves in a professional manner.

VI. **DISPOSITION**

Any forms used will be disposed of and retained according to the Departmental Records Disposition Authority (RDA).

VII. **FORMS**

- A. ADOC Form 460-A, *Faith / Character Based Residential Housing Unit: Application and Agreement*.
- B. ADOC Form 460-B, *Faith / Character Based Programs: Covenant and Agreement*.
- C. ADOC Form 460-C, *Faith / Character Base Program: Education*

Transcript.

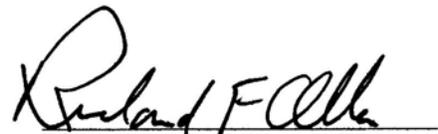
- D. ADOC Form 460-D, *Faith / Character Based Residential Housing Unit: Behavioral Report.*

VIII. SUPERCEDES

This is a new Administrative Regulation and does not supersede any other regulation.

IX. PERFORMANCE

- A. Code of Alabama 1975 as amended, §§ 14-1-1 and 14-1-2.
- B. American Correctional Association (ACA), Standards for Adult Correctional Institutions, Fourth Edition, 4-4512, 4-4513, 4-4514, 4-4516, 4-4518, 4-4520, and 4-4521.
- C. ADOC AR 303, *Visitation*
- D. ADOC AR 313, *Chaplaincy Services.*
- E. Florida Department of Corrections, Faith-Based / Self-Improvement Dorms (FB/SIDs) and Faith- and Character-Based Institutions (FCBIs).


Richard F. Allen, Commissioner

ALABAMA DEPARTMENT OF CORRECTIONS

**FAITH / CHARACTER BASED RESIDENTIAL HOUSING UNIT:
APPLICATION AND AGREEMENT**

Purpose Statement: The purpose of the Faith / Character Based Residential Housing Unit is a community providing a safe, secure, and healthy environment in which residents can receive encouragement not only to face their problems but to find the support needed to solve them once and for all by means of a program based on spiritual principles and concepts. This program helps residents (physically, mentally, and spiritually) get out of prison and stay out! It also teaches life skills, job skills, and communication skills. The Faith / Character Based community provides a new approach to "prison programs" marked by dedication, discipline, opportunity, ownership, and integrity.

Vision / Goal Statement: Residents of the Faith / Character Based Residential Housing Unit should be people who have made a sincere commitment to change. They are individuals who recognize their need for help, who want to stop being a part of society's problems and want to become a part of the solution. Residents should no longer be conflict starters, but peacemakers instead. Residents should see themselves no longer as takers but givers, doing unto others as they would have done unto them. They should seek to become responsible citizens who understand the value of "community," and the role they play in the overall health of that environment. They should seek to become residents of high standards in personal ethics, moral practice, and an established reputation of integrity.

Last Name: _____ First Name: _____ MI: _____ AIS # _____

Race: _____ Sex: _____ Bed#: _____ Institutional Job: _____

Date Arrived at Institution: _____ / _____ / _____ Date of Last Disciplinary: _____ / _____ / _____
(MM/DD/YYYY) (MM/DD/YYYY)

Do you have a G.E.D. or High School Diploma (circle one)? Yes No Attending ABE _____
If you circled **Yes** to the above, you must bring proof of your GED Certificate or High School Diploma to the Chaplain's office for verification.

Were you in a Faith / Character Based Housing Unit before (circle one)? Yes No
If you circled **Yes** to the above, at what institution _____ When: _____ / _____ / _____
(MM/DD/YYYY)

Explain your reason for wanting to move from your current housing unit to the Faith / Character Based Residential Housing Unit:

I am choosing, on my own freewill, to enter the Faith / Character Based Programs. If I am selected as a resident / program participating, I understand I shall abide by the institutional rules, regulations and SOPs. I also understand that programming "write-up" consequences can lead to my expulsion from the Faith / Character Based Programs resulting from violations of institutional rules, regulations and SOPs.

I further agree to attend all of my required Faith / Character Based Program classes, groups, events, and work toward obtaining my G.E.D (if I do not already have it). Moreover, I acknowledge that I may leave the Faith / Character Base Programs at anytime, according to my own free will and personal choice, as I would so choose.

Date: _____ / _____ / _____

Applicant's signature affirms that the above mentioned statements of Free-Choice Faith/Character Based Initiatives.

Administrative Review Committee Use Only

Comments: _____

<input type="checkbox"/> Approved	<input type="checkbox"/> Denied	<input type="checkbox"/> Approved	<input type="checkbox"/> Denied	<input type="checkbox"/> Approved	<input type="checkbox"/> Denied
/ /		/ /		/ /	
Coordinator/Director	Date	Chaplain	Date	Captain	Date

<input type="checkbox"/> Approved	<input type="checkbox"/> Denied	<input type="checkbox"/> Approved	<input type="checkbox"/> Denied	<input type="checkbox"/> Approved	<input type="checkbox"/> Denied
/ /		/ /		/ /	
Classification	Date	Warden	Date	Warden's Designee	Date

ALABAMA DEPARTMENT OF CORRECTIONS
FAITH / CHARACTER BASED PROGRAMS:
COVENANT AND AGREEMENT

Name: _____

AIS #: _____

Check the Faith / Character Based program(s) in which you are agreeing to participate.

- | | |
|--|---|
| | Faith / Character Based Residential Housing Unit Program. |
| | Institute for Religious / Character Based Studies. |
| | Faith / Character Based Re-entry / Reintegration Program. |

I have read and do understand the rules of eligibility to participate and remain in the Faith / Character Base Programs. I understand that there are various religious and character based curriculums involving spiritual education, addiction recovery, general education, restorative justice, social skills, job training skills, and life skills.

(Inmate's Signature)

Date

Please note that these are broad examples of what may be offered yet not limited to only these categories.

By signing and initializing this covenant and agreement form:

Initial

- | | |
|--|--|
| | ■ I affirm my commitment to participate in classes, events, activities and, community requirements. |
| | ■ I understand that my lack or refusal to participate shall result in removal from the Faith / Character Based Programs. |
| | ■ I understand, according to the rules, there will be an orientation phase for the Faith / Character Based Programs |
| | ■ I acknowledge my voluntary decision and desire to participate in the Faith / Character Based Programs. |

(Inmate's Signature)

Date

Faith / Character Based Coordinator

Date

Chaplain

Date

ADOC Form 460-B – March 4, 2008

Alabama Department of Corrections

**FAITH / CHARACTER BASED PROGRAM:
EDUCATION TRANSCRIPT**

Name: _____ Race: _____

AIS #: _____ Sex: _____

Name of School: _____

Category	Name of Class	Grade	Credit Hrs.
Religious Focus			
Life Skills			
Addiction Recovery			
Job Training			
General Education			
Restorative Justice			

Name of Certificate, Diploma, or Degree

Certificate Earned	
Diploma Earned	
Degree Earned	

Faith / Character Based Coordinator

Chaplain

Classification

Alabama Department of Corrections

FAITH / CHARACTER BASED RESIDENTIAL HOUSING UNIT:
BEHAVIORAL REPORT

Name: _____ AIS #: _____

Date Entered: _____ Date Exited: _____

1. Basic Housing Unit Requirements: Circle the appropriate behavior:

- a. Attending weekly religious or other activities. NOTE: A minimum of two (2) activities per week. Poor Good Excellent
b. Completing the required classes per semester. NOTE: A minimum of three (3) classes per semester. Poor Good Excellent
c. Maintaining Housing Unit job assignments and other responsibilities. Poor Good Excellent

2. Ability to follow rules: Poor Good Excellent

See attached sheet for violations.

3. Ability to get along with others: Poor Good Excellent

Mediation and Counseling forms. See attached sheet(s).

4. Ability to submit to authority Poor Good Excellent

Comments: _____

5. Additional Comments:

Faith / Character Based Coordinator

Chaplain