

How We Saved Texas Prison Chaplaincy 2011



Forewords by

Frank Graham, Founder and President, Chapel of Hope

Jerry A. Madden, Senior Fellow, Right on Crime

Chair, Texas House Committee on Corrections 2011-12

Carol S. Vance, Former Chairman, Texas Board of Criminal Justice
Harris County District Attorney, 1966-79

Keith Bellamy, Minister, Woodville Church of Christ

*A Resource for the Chaplaincy Profession and Its Defense
with Staff Chaplain Survival Guide and Audit History*


Michael G. Maness

TDCJ Senior Clinical Chaplain 20 Years

www.PreciousHeart.net/Saved



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Appendix 2 – TDCJ Chaplaincy Statistics

www.PreciousHeart.net/Saved/Appendix-2-Chaplaincy-Statistics.pdf



A. Chaplaincy Volunteer Valuation Statistics

TDCJ Chaplaincy Volunteer Stats for Specified Years				
	2012	2011	2010	2004
Vol. Visits	145,701	154,258	140,755	124,507
Vol. Hours	465,413	502,857	460,804	491,287
Vol. Contacts	8,320,713	8,519,116	7,512,681	3,436,748
Spec. Vol. Visits	22,832	29,686	23,298	12,998
Spec. Vol. Hours	94,848	94,100	82,109	35,760
Spec. Vol. Contacts	1,004,488	996,587	1,056,659	688,447
Total Contacts	9,325,201	9,515,703	8,569,340	4,125,195
Total Hours	560,261	596,957	542,913	527,047
Dollar Valuation*	\$ 13,446,264	\$ 14,326,968	\$ 13,029,912	\$ 12,649,128
Total Valuation* \$ 53,452,272 . . . for specified years				
*Valuation based upon Independent Sector calculations 2015 at \$23 per hour				
www.IndependentSector.org/volunteer_time				

In 2015, the Independent Sector valued a Volunteer’s time at \$23 per hour. With 560,261 Chaplaincy Volunteer hours reported in 2012, that is over \$13.4 million for one year.²⁴⁷ Therefore, upon facilitation of Volunteers alone, Chaplaincy recovers its entire operating costs nearly four times! Some Volunteers are worth much more, and all deserve the best *care*.

This is extremely important in a transparent Texas. The Independent Sector is used by industries across the U.S. When that was brought to TDCJ’s attention in 2000 regarding Chaplaincy, not long after, the Volunteer Services was separated from Chaplaincy. Still, about 99.8% of Volunteers come for chaplaincy and for religious reasons (Item 5 above).

www.IndependentSector.org/Volunteer_time
www.PreciousHeart.net/chaplaincy/FY2012_Chaplaincy.pdf
www.PreciousHeart.net/chaplaincy/FY2011_Chaplaincy.pdf
www.PreciousHeart.net/chaplaincy/FY2010_Chaplaincy.pdf
 ^^ the above are only on Volunteers, as consolidation changed
www.PreciousHeart.net/chaplaincy/FY2004_Chaplaincy.htm
www.PreciousHeart.net/chaplaincy/FY2002_Chaplaincy.htm

²⁴⁷ See www.PreciousHeart.net/chaplaincy/Chaplain-Stat-Summary-01.jpg for chart.

^^ in 2002, highlights several lines that were deleted thereafter
www.PreciousHeart.net/chaplaincy/FY2001_Chaplaincy.htm
www.PreciousHeart.net/chaplaincy/FY2000_Chaplaincy.htm
www.PreciousHeart.net/chaplaincy/FY1999_Chaplaincy.htm
www.PreciousHeart.net/chaplaincy/FY1998_Chaplaincy.htm

largest archive on prison Chaplaincy in U.S.
www.PreciousHeart.net/Chaplaincy



web page used in 2011 that Saved Texas Prison Chaplaincy
www.PreciousHeart.net/Save_Chaplaincy.htm



web page on this book
www.Preciousheart.net/Saved



www.PreciousHeart.net/Saved/Reports/2011-January-Chaplains-Monthly-Reports.xls
2011 **January** Chaplaincy Monthly Reports, a massive Excel database

www.PreciousHeart.net/Saved/Reports/FY2010-Volunteer-Stats-by-Month.xls
www.PreciousHeart.net/Saved/Reports/FY2011-Volunteer-Stats-by-Month.xls
www.PreciousHeart.net/Saved/Reports/FY2012-Volunteer-Stats-by-Month.xls
also what was available in January 2011 but not shared, that is, of who
Chaplaincy facilitates

www.PreciousHeart.net/Saved/Reports/2010-Chaplaincy-Dept-Monthly.pdf
www.PreciousHeart.net/Saved/Reports/2011-Chaplaincy-Dept-Monthly.pdf
www.PreciousHeart.net/Saved/Reports/2012-Chaplaincy-Dept-Monthly.pdf
www.PreciousHeart.net/Saved/Reports/2013-Chaplaincy-Dept-Monthly.pdf
www.PreciousHeart.net/Saved/Reports/2014-Chaplaincy-Dept-Monthly.pdf

Manager III Marvin Dunbar Year-end Reports, all completed as of 8-31 of year's
end, so FY2009 ended on 8-31-2010

www.PreciousHeart.net/Saved/Reports/FY2009-Year-End-Chaplaincy-Report-8-31-2010.pdf
www.PreciousHeart.net/Saved/Reports/FY2009-Year-End-Chaplaincy-Report-8-31-2011.pdf
www.PreciousHeart.net/Saved/Reports/FY2009-Year-End-Chaplaincy-Report-8-31-2012.pdf

Accumulated here: www.PreciousHeart.net/Saved/Reports/FY2009-10-11-Year-End-Chaplaincy-Report-8-31-2010-11-12.pdf

Then, the stats pulled for all three years here:

www.PreciousHeart.net/chaplaincy/Chaplaincy-Cumulative-2010-12.pdf

Then, the stats pulled for all **Two Years** here, and shown on the next page, Appendix 2.B:

www.PreciousHeart.net/chaplaincy/Chaplaincy-Cumulative-FY2010-11.pdf



B. TDCJ Chaplains Stats 2010-12 – Year They Were Cut

These were culled from two fuller reports by then Manager III Marvin Dunbar:
www.PreciousHeart.net/chaplaincy/Chaplaincy-Cumulative-FY2010-11.pdf
 I placed the Staff Chaplains FIRST, which were last in the original versions.

TDCJ Chaplains Statistics FY2010-11 - Clip pt-1			
	2010	2011	Two-yr Total
Staff Chaplains			
- Classes/Study groups led	6,793	8,455	15,248
- Offenders attending	195,842	236,006	431,848
- Worship Services led	7,406	8,726	16,132
- Offenders attending	581,637	758,752	1,340,389
- Total Programs supervised	60,828	73,594	134,422
- Ministerial Visits Facilitated	2,677	5,225	7,902
- I-60's Answered	346,747	380,522	727,269
- Counseling groups led	2,362	3,065	5,427
- Counseling interviews (15 min. or longer)	38,430	47,308	85,738
- Offender contacts (less than 15 min.)	366,877	446,463	813,340
- Offender family emergency messages delivered	14,593	17,191	31,784
- Offender phone calls supervised	15,815	19,884	35,699
- Phone calls made on behalf of offenders	13,621	14,163	27,784
- Offender family phone calls received	23,053	38,810	61,863
- Offender family letters written	1,173	1,159	2,332
- Offender family letters received	802	790	1,592
- Offender deaths worked	562	445	1,007
- Approved volunteers supervised	106,802	138,484	245,286
- Training hrs. conducted	5,385	2,743	8,128
- Hrs. TDCJ training received	4,012	6,043	10,055
- Hrs. Denom training received	1,907	2,666	4,573
- Hrs. of Continuing Education	1,748	2,331	4,079
- Hrs. of Staff Ministry performed	8,837	13,488	22,325
- Hrs. of Community Service	3,951	4,135	8,086
- Speaking engagements	1,233	1,393	2,626
Volunteer Chaplains			
- Volunteer Chaplain Visits	24,598	33,128	57,726
- Hrs. by Volunteer Chaplains	108,114	139,350	247,464

www.PreciousHeart.net/chaplaincy/Chaplaincy-Cumulative-FY2010-11.pdf
 culled for two years, 2010-11, when all Chaplains were cut.

Composite of data from all three Marvin Dunbar reports years
 2011-12—notice I placed staff Chaplains first in this composite.
www.PreciousHeart.net/chaplaincy/Chaplaincy-Cumulative-FY2010-12.pdf



TDCJ Chaplains Statistics FY2010-11 - Clip pt-2			
	2010	2011	Two-yr Total
Faith Based Dorms			
- Volunteer Visits	9,573	18,288	27,861
- Volunteer Hours	63,308	102,596	165,904
- Offenders attending	633,175	848,268	1,481,443
Mentor			
- Mentor visits	10,361	14,981	25,342
- Offenders visited	228,672	270,591	499,263
Marriage Programs			
- Events held	340	250	590
- Volunteers attending	856	654	1,510
- Volunteer hours	4,657	3,675	8,332
- Offenders attending	9,024	9,348	18,372
- Spouses attending	2,604	8,088	10,692
Parenting Programs			
- Events held	487	338	825
- Volunteers attending	1,225	1,872	3,097
- Offenders attending	30,598	47,685	78,283
- Family members attending	852	5,040	5,892
Rehabilitation Life Skills Programs			
- Classes held	10,544	10,902	21,446
- Volunteers attending	15,863	20,662	36,525
- Volunteer hours	42,960	58,932	101,892
- Offenders attending	360,537	486,116	846,653
Support Groups			
- Classes held	3,778	4,594	8,372
- Volunteers attending	4,970	8,173	13,143
- Volunteer hours	11,365	19,790	31,155
- Offenders attending	151,397	292,074	443,471
Education Programs			
- Classes held	2,527	2,298	4,825
- Volunteers attending	4,170	7,238	11,408
- Volunteer hours	21,697	23,090	44,787
- Offenders attending	186,645	309,041	495,686

www.PreciousHeart.net/chaplaincy/Chaplaincy-Cumulative-FY2010-11.pdf
 culled for two years, 2010-11, when all Chaplains were cut.



Composite of data from all three Marvin Dunbar reports years
 2011-12—notice I placed staff Chaplains first in this composite.
www.PreciousHeart.net/chaplaincy/Chaplaincy-Cumulative-FY2010-12.pdf



TDCJ Chaplains Statistics FY2010-11 - Clip pt-3			
	2010	2011	Two-yr Total
Reentry Programs			
- Classes held	4,548	3,795	8,343
- Volunteers attending	8,237	8,053	16,290
- Volunteer hours	19,911	44,903	64,814
- Offenders attending	334,253	316,277	650,530
Primary Worship Services			
- Services held	28,842	26,282	55,124
- Volunteers attending	61,307	88,203	149,510
- Offenders attending	4,674,270	6,966,884	11,641,154
Additional Services			
- Services held	13,659	11,071	24,730
- Volunteers attending	13,295	19,991	33,286
- Offenders attending	882,136	1,390,022	2,272,158
Spiritual Classes			
- Classes held	31,396	29,274	60,670
- Volunteers attending	102,793	148,314	251,107
- Offenders attending	5,355,870	7,432,315	12,788,185
Crusades			
- Crusades held	893	613	1,506
- Volunteers attending	2,156	3,876	6,032
- Offenders attending	340,813	709,728	1,050,541
Other Classes			
- Classes held	3,775	3,689	7,464
- Volunteers attending	26,174	40,229	66,403
- Offenders attending	1,118,635	2,144,754	3,263,389
Non-Spiritual Programs			
- Classes meeting	1,345	1,606	2,951
- Volunteers attending	11,682	18,096	29,778
- Offenders attending	401,565	585,055	986,620

www.PreciousHeart.net/chaplaincy/Chaplaincy-Cumulative-FY2010-11.pdf
 culled for two years, 2010-11, when all Chaplains were cut.



Composite of data from all three Marvin Dunbar reports years 2011-12—notice I placed staff Chaplains first in this composite.

www.PreciousHeart.net/chaplaincy/Chaplaincy-Cumulative-FY2010-12.pdf
 Below are the original reports by Marvin Dunbar without routing, Chaplains last, *not given to* LBB in 2010 or to legislators in 2011.



www.PreciousHeart.net/chaplaincy/RPD-Dunbar-08-2012.pdf

www.PreciousHeart.net/chaplaincy/RPD-Dunbar-08-2011.pdf

www.PreciousHeart.net/chaplaincy/RPD-Dunbar-08-2010.pdf *corrected on 1-3-13?*

All three: www.PreciousHeart.net/chaplaincy/RPD-Dunbar-2010-11-12.pdf



C. TDCJ Chaplains FY 2004

From Open Record requests, these numbers reflect the work measures of about 110 TDCJ staff Chaplains. They represent huge numbers in supervision and facilitation of Volunteers and their own pastoral and crisis care of prisoners and others. See full Excel spreadsheet here:



www.PreciousHeart.net/chaplaincy/FY2004_Chaplaincy.htm

Notice, in the original Excel spreadsheet, the staff Chaplains are last; I place them first here, as they facilitate religion and are the champions and even defenders of Volunteers.

FY 2004 - TDCJ Chaplaincy Report ~ Statistical Data Added by Dr.					FY 2004	FY 2004	FY 2004	FY 2004
Work Measures - TDCJ Chaplaincy Department				FY 2004	Averages	Standard	Monthly	Monthly
				Totals		Dev.	Minimum	Maximum
Staff Chaplains					Staff Chaplains			
# ITP sessions you participated in	#####		1,057	88	35	55	167	
# Classes/Study Groups Led	#####		6,605	550	74	454	675	
# Counseling Groups Led	#####		2,226	186	42	108	243	
# Counseling Interviews - >15 Min.	#####		35,461	2,955	206	2,673	3,322	
# Offender Family Death Mess. Del.	#####		10,008	834	73	731	996	
# Offender Phone Calls Supervised	#####		16,496	1,375	83	1,246	1,509	
# Phone Calls Made for Offenders	#####		9,748	812	92	724	1,017	
# Offender Family Letters Written	#####		1,724	144	24	108	189	
# Offender Deaths Worked	#####		462	39	7	27	52	
# Hours of TDCJ Training Received	#####		4,970	414	179	188	856	
# Hours of Denominational Training	#####		2,376	198	66	101	287	
# Hours of Continuing Education	#####		1,632	136	50	67	264	
# Hours Staff Ministry Performed	#####		3,943	329	42	266	409	
# Community Service Hours Donated	#####		5,853	488	64	416	623	
Changes Academy - TRACK VI - Spiritual Growth Progra					TRACK VI			
PRIMARY Worship Services - Held	#####		27,083	2,257	185	1,849	2,585	
# Volunteers Attending	#####		38,575	3,215	180	2,877	3,412	
# Offender Attending	#####		1,546,055	128,838	9,408	112,613	149,663	
ADDITIONAL Services - Held	#####		38,568	3,214	326	2,900	4,085	
# Volunteers Attending	#####		52,958	4,413	575	3,724	5,511	
# Offender Attending	#####		1,252,891	104,408	26,411	84,832	184,211	
VOLUNTEER TOTALS								
Approved Volunteers					Approved Volunteers			
# Volunteers	#####		124,507	10,376	1,098	8,504	12,492	
# Volunteer HOURS	#####		491,287	40,941	15,988	28,332	83,206	
# Offenders Contacted	#####		3,436,748	286,396	29,444	238,149	354,743	
# Training Sessions	#####		23,900	1,992	2,406	39	5,081	
# Training Hours	#####		47,195	3,933	4,768	47	9,978	
Employee Volunteers					Employee Volunteers			
# Volunteers	#####		506	42	18	27	96	
# Volunteer HOURS	#####		2,497	208	36	155	291	
# Offenders Contacted	#####		54,995	4,583	837	3,555	6,612	
# Training Sessions	046767#00001		1,841	153	522	0	1,810	
# Training Hours	049#89#00001		119	10	22	0	78	
Special Volunteers					Special Volunteers			
# Volunteers	#####		12,998	1,083	769	486	3,409	
# Volunteer HOURS	#####		35,760	2,980	1,078	1,215	4,992	
# Offenders Contacted	#####		688,447	57,371	35,822	26,014	139,526	
# Training Sessions	#####8##		146	12	2	8	16	
# Training Hours	#####97##		464	39	31	7	106	

How We Saved Texas Prison Chaplaincy 2011

FY 2004 - TDCJ Chaplaincy Report ~ Statistical Data Added by Dr.															
Work Measures - TDCJ Chaplaincy Department										FY 2004 Totals					
										FY 2004 Averages	FY 2004 Standard Dev.	FY 2004 Monthly Minimum	FY 2004 Monthly Max.		
# Volunteer Chaplains										9,819	818	105	641	1,019	
# Hrs. Volunteer Chaplains										73,116	6,093	739	4,617	7,143	
Life Changes Academy - TRACK I - Voyager										TRACK I					
# Class Meetings										3,751	313	28	267	359	
# Volunteer Facilitators Used										3,072	256	23	225	300	
# Offenders Attending										59,937	4,995	572	3,934	5,814	
Life Changes Academy - TRACK II - Mentor										TRACK II					
# Volunteer Mentors Visiting										7,746	646	138	382	892	
# Offenders Visited										12,263	1,022	223	649	1,412	
Life Changes Academy - TRACK III - Family Programs										TRACK III					
Marriage Seminars Conducted	2	5	8	6	7	4	4	2	2	3	65	5	3	2	12
# Volunteers Working										225	19	13	1	44	
# Offender Couples										658	55	33	17	123	
Day w/ Dads/Moms	2	0	1	0	0	1	0	3	2	0	9	1	1	0	3
# Sessions Held															
# Volunteers Attending										271	23	72	0	250	
# Offenders Attending										405	34	72	0	220	
# Children Attending										76	6	13	0	40	
Family Events held	3	2	2	1	1	0	4	2	0	0	16	1	1	0	4
# Volunteers Used										124	10	12	0	33	
# Offenders Participating										505	42	52	0	156	
# Family Members Involved										934	78	102	0	295	
Marriage and Parenting Meetings										502	42	12	23	66	
# Volunteers Attending										1,000	83	20	45	119	
# Offenders Attending										11,225	935	257	400	1,397	
Visiting Room Hospitality Ministry										1,475	123	23	83	166	
# Volunteers Attending															
# Volunteer Hours										6,600	550	112	275	741	
Life Changes Academy - TRACK IV - Life Skills Program										TRACK IV					
# Class Meetings										10,246	854	163	615	1,125	
# Volunteers Attending										12,301	1,025	207	543	1,346	
# Offenders Attending										212,973	17,748	3,657	8,969	24,341	
Life Changes Academy - TRACK V - Growth Groups										TRACK V					
# Support Groups Held										7,408	617	82	483	755	
# Volunteer Facilitators Attending										20,107	1,676	437	1,155	2,695	
# Offenders attending										253,224	21,102	8,275	15,297	45,798	

See full Excel Spreadsheets here with Chaplaincy data:
www.PreciousHeart.net/chaplaincy/FY2004_Chaplaincy.htm

www.PreciousHeart.net/chaplaincy/FY2002_Chaplaincy.htm
 2002 highlights several lines that were deleted thereafter
i.e., after 2002, less data was collected

- www.PreciousHeart.net/chaplaincy/FY2001_Chaplaincy.htm
- www.PreciousHeart.net/chaplaincy/FY2000_Chaplaincy.htm
- www.PreciousHeart.net/chaplaincy/FY1999_Chaplaincy.htm
- www.PreciousHeart.net/chaplaincy/FY1998_Chaplaincy.htm

Compare approved & special vol. hrs of 2012 - 560,262 (above Appendix 2.A.)
 w/ just approved hrs in 2004 - 491,287 w/ 2000 - 469,011 w/ 1998 - 637,310!
 ... yes, **first** longitudinal comparison in TDCJ history, as meager as it is



FY2004



FY2000



FY1998

D. 2000 Chaplain Professional Equity Fact Sheet

See Appendix 9 – www.PreciousHeart.net/chaplaincy/CPE-2000.pdf



Chaplain Professional Equity Fact Sheet

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Religion & Health Care Costs www.PreciousHeart.net

--Health care costs have risen faster than any other correctional costs.¹ Prisoners are adversely affected beyond the intentions of prison mission goals, often developing more severe emotional problems added to their own criminal behavior problems and outside the realm of abnormal diagnosis in DSM IV.²

--Religion gives faith, hope, meaning, optimism and security to persons, impacting the well-being of persons and their ability to handle stress.³ In a review of over 200 articles,⁴ religious commitment indicated a positive impact on morbidity and mortality, with over 80% of the studies indicating longer life.⁵ Prisoners are at a risk for suicide, and "Published studies consistently have shown that religious commitment is inversely related to suicide rates."⁶ Furthermore, given the ever-increasing cost of health care to corrections, Johnson and Larson state, "there is considerable empirical evidence concerning the beneficial effect of religious practices and commitment upon various health-care issues."⁷

Religion & Institutional Adjustment

--Religion helps inmates deal with criminal behavior and issues of denial, helping them cope with the deprivations of prison life and understand the issues inherent in the loss of freedom; religion provides them with the opportunity to start a new life while in prison.⁸ No one doubts that religion fosters coping skills in prison.⁹

Religion & Recidivism

--Given the above, reduced recidivism is a by-product, clearly the more healthy and well-adjusted inmates are the ones who stay out. Every chaplain (and regular volunteers) know several inmates who have stayed out as a direct result of their programming. Moreover if two ex-inmates do not return, such offsets more than *entire* TDCJ monetary cost for a single chaplain in a given fiscal year. For example, Senior Chaplain Gerald Saffel of the Ferguson Unit tracked inmates baptized in three months (12-91 to 2-92) to July of 2000 and found a 7.7% recidivism rate, 13 did not return, Senior Chaplain Saffel more than recovered the entire cost of his own salary for *seven plus* years in three to six months.¹⁰ With the volunteers supervised, the facts and vision go far beyond expectations; Texas' full time chaplains reduce recidivism and recover more than their entire operating cost several times over. *WHY* are superlatives like these not blazoned in the sky?

TDCJ Need

--Good News: from 1990 to 1997 the total crime rate dropped 30%; from 1988 to 1998, the crime rate has dropped significantly in direct proportion to TDCJ's increase in inmate population.¹¹

--Greater Needs Coming to TDCJ: from 1970 to 1999 the mental health system has increasingly de-institutionalized its services, down from 12,413 in state hospitals in 1970 to 2,309 in 1999.¹² "Between 1988 and 1998, while the TDCJ incarcerated population increased by 262%, the number of mentally ill offenders in prison receiving outpatient mental health services increased by 429%."¹³ Work's increasing.

TDCJ Professional Chaplains: The Greater Picture

--Chaplains Supervise Pastoral Care of a Multi-Religious Environment:¹⁴

- Christians 104,481	- Jewish 871
- Muslims 9,151	- Buddhist 458
- Native Americans 1,277	- Wicca 289
- Jehovah's Witnesses 1,206	

Major Faith Adherents: **117,733 of 158,005 = 74.5%**

--*The Christian category* alone comprises 66%, including 43,651 Baptists, 27,534 Catholics, 2,080 Methodists, 4,018 Pentecostals, 535 Lutherans and 259 Presbyterians.

--*Point Questions:* with 120+ categories of adherents, do the Religious Constituents of Texas have a vested interest in the Professional Chaplains charged with supervising Faith issues?

--152 Chaplains Supervised in One Month, July 2000¹⁵

- Employee Volunteers 65 w/ 552 hrs	- Mentor Volunteers 1,729
- Hospitality Volunteers 150 w/ 853 hrs	- Voyager Volunteers 328
- Volunteer Chaplains 403 w/ 7,192 hrs	- Marriage Seminar Volunteers 41
- General Volunteers 10,697 w/ 41,897 hrs	- Contract Chaplain Hours 926

--152 Chaplains Led or Did in One Month, July 2000¹⁶

- Primary Worship Services 2,158	- Chaplain Classes Taught 705
w/ Volunteers 2,859	- Chaplain Counseling Groups 465
Total # of Inmates Attending ... 150,190	- Individual Counseling Interviews 5,126
- Additional Services 1,701	- Family Death Messages to Inmates 931
w/ Total # Inmates 1,192	- Inmate Crisis Calls Supervised 2,066
- Spiritual Growth Classes 1,734	- Inmate Deaths Worked 59
w/ Total # Inmates 73,102	- Hours of Off-Unit Staff Ministry 692
- Community Service Hours 699	- Community Speaking Promotions 194

-- **Chaplaincy: the only department that supervises, facilitates & instructs inmates in the finer aspects of family values rooted in faith**

Religion: Human History's Most Significant & Powerful Source for Change

--Harvard Professor Gordon Kaufman said addressing the ultimate questions of life is a necessity for thinking persons.¹⁷ Professor John Newport of Fort Worth's Southwestern Theological Seminary (the largest in the world) said this necessity is built into human nature and "has been true through the ages; as long as humans have existed, we have asked ultimate and crucial questions."¹⁸ "Religion has existed in every society, from the most primitive to the most culturally advanced."¹⁹ All of the major religions have always spoken to and provided interpretations about existence and influenced every aspect of human behavior, thought, feelings, family, culture, life, death and afterlife.²⁰ There is no more complex a profession.

Religion & Texas Chaplaincy: Full of Superlatives

--How can a 22 year old *entry* level Programmer or Engineer make more than a fully credentialed chaplain?

--Most Texas Chaplains have decades of experience (and graduate degrees), supervise older volunteers, counsel Texas' most troubled persons, impact general inmate morale and reduce recidivism in a hugely cost effective manner. With the cost savings and superlatives like "*human history's* most powerful source of change" and a "no more complex a profession," the superlatives show a clear case and need for Parity and Professional Equity for Texas Chaplains. Let's empower Texas' Chaplains to do *more* of what they already do and grant Chaplains parity with the other professions—Chaplains *more* than earn it. They deserve it.

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¹ D. McDonald, *Managing Prison Health Care and Costs*, Washington, D.C.: National Institute of Justice, U.S. Department of Justice, 1995. The entire issues September 1995 *Corrections Forum* and October 1995 *Corrections Today* were devoted to correctional health care.

² Hans Toch, *Mosaic of Despair: Human Breakdowns in Prison*, Rev. ed. [1st 1975], Washington, DC: American Psychological Association, 1992; R. Johnson & H. Toch, *The Pains of Imprisonment*, Prospect Heights, IL: Waveland Press, 1988.

³ D. Moberg, *Spiritual well-being: Sociological Perspective*. Washington, D.C.: 1979; D. Hadaway & W. Roff, "Religious Commitment and the Quality of Life in American Society," *Review of Religious Research* (1978: 295-307); D. Williams, et al, "Religion and Psychological Distress in a Community Sample," *Social Science Medicine* (1991: 1257-1262).

⁴ J. Levin & P. Schiller, "Is There a Religious Factor in Health?" *Journal of Religion and Health* (1987: 9-35).

⁵ J. Levin & H. Vanderpool, "Is Frequent Religious Attendance Really Conducive to Better Health?" *Social Science Medicine* (1987: 69-78).

⁶ Byron R. Johnson & David B. Larson, "Linking Religion to the Mental and Physical Health of Inmates: A Literature Review and Research Note," *American Jails* (1997: 29); see also J. Gartner, et al, "Religious Commitment and Mental Health: A Review of the Empirical Literature," *Journal of Psychology and Theology* (1991: 6-25).

⁷ *Ibid.*, Johnson & Larson, 30.

⁸ T. Clear & M. Myhre, "A Study of Religion in Prison," *IARCA Journal* (1995: 20-25): A study of over 700 inmates in 20 different prisons. T. O'Conner, et al, "The Impact of Prison Fellowship on Inmate Infraction at Lieber Prison in South Carolina," Center for Social Research (April 1997): two and a half times fewer infractions among those in Prison Fellowship programs.

⁹ See Johnson & Larson, "Linking Religion to the Mental and Physical Health of Inmates: A Literature Review and Research Note"; Gartner, et al, "Religious Commitment and Mental Health: A Review of the Empirical Literature." See Kaufman, *Relativism...*; Newport, *Life's Ultimate Questions...*; Gaer, *What the Great Religions Believe*; the Bible, the Quran, the Torah and all of the millions of volumes in the major seminary libraries of the major faiths in the world.

¹⁰ Gerald Saffel, Independent Study, Maximum Security Ferguson Unit, Midway, Texas (July 2000). Of course, Saffel did mention the faith work prior to and after baptism for the group prior to release, which certainly impacts whether it was actually three or six plus months of faith work for the 13; but of those he did baptize, there was a 7.7% recidivism on an 8 year span, which is still far better than the current rate of 30-40% recidivism on a 1 to 3 year span of general population inmates in other programs. And Saffel is still baptizing. See also, Byron R. Johnson, et al, "Religious Programs, Institutional Adjustment, and Recidivism Among Former Inmates in Prison Fellowship Programs," *Justice Quarterly* 14:1 (March 1997).

¹¹ Tony Fabelo, *Report to the Governor and Legislator*, Austin: Criminal Justice Policy Council (May 1998); Andrew Barbee, et al, *Sourcebook of Texas Adult Justice Population Statistics, 1988-1998*, Austin: Texas Criminal Justice Policy Council (November 1999).

¹² Joel Heikes, *The Public Mental Health System in Texas and Its Relation to Criminal Justice*, Austin: Criminal Justice Policy Council (February 2000): 11.

¹³ Tony Fabelo, Executive Director of Criminal Justice Policy Council, in the introduction: Joel Heikes, *The Public Mental Health System in Texas and Its Relation to Criminal Justice*, Austin: Criminal Justice Policy Council (February 2000): 1.

¹⁴ TDCJ Chaplaincy Department Statistical Run, Huntsville, Texas (August 29, 2000).

¹⁵ TDCJ Chaplaincy Aggregate Monthly Report, Huntsville, Texas (July 2000).

¹⁶ *Ibid.*

¹⁷ Gordon Kaufman, *Relativism, Knowledge and Faith*, Chicago: University of Chicago Press, 1960.

¹⁸ John Newport, *Life's Ultimate Questions: A Contemporary Philosophy of Religion*. Dallas: Word Publishing, 1989: 1.

¹⁹ Joseph Gaer, *What the Great Religions Believe*, New York: New American Library, 1963: 16.

²⁰ See Kaufman, *Relativism...*; Newport, *Life's Ultimate Questions...*; Gaer, *What the Great Religions Believe*; the Bible, the Quran, the Torah and all of the millions of volumes in the major seminary libraries of the major faiths in the world.

Support Professional Equity for Texas Chaplains
FULL Documentation and More at www.PreciousHeart.net

www.PreciousHeart.net/chaplaincy/CPE-2000.pdf

E. 2001 Chaplain Professional Equity in Austin

See Appendix 9 for the story. Adapted from two-page Fact Sheet above, this four-page color letter-fact-sheet was used in Austin in 2001.

see it in color > www.PreciousHeart.net/chaplaincy/CPE-2001.pdf

see whole > www.PreciousHeart.net/chaplaincy/01-Chaplain_Pt_1_Proposal_2000.pdf



Chaplain Professional Equity

Chaplains cultivate the Precious Heart, in prison,
where the needs of the heart are the greatest.

Honorable Senators and Representatives
Great Congress of Texas

Dear Honorable Senators and Representatives:

The TDCJ is a world-class penal institution, and chaplains facilitate the precious heart in this often hostile inter-personal world as the most cost-effective program in the Texas. Chaplains need and deserve professional equality among TDCJ's own degree-bearing professions.¹ Please remember and consider:

- 14 years ago, about 40 chaplains had secretaries, all new units got secretaries; the newer 1,000-man prison had a secretary, and the older 3,000-man did *not* have a secretary; then the secretaries were deleted in about 1997, just before TDCJ completed the largest building program in U.S. history;
 - MHMR had about 25 chaplains, about 17 at Chaplain III Grade for as many 10+ years, with several at Step 1-2, and TDCJ could utilize the Chaplain III Grade and Steps;
 - Chaplains got a one pay-group raise in about 2001, and that was a result of their own lobbying and the first in 40 years, which included both MHMR and TYC Chaplains;
 - The Chaplaincy 2000 Desk Audit was *not* completed, but reflects like no other document in history the manifold variety of correctional chaplaincy; the data was collated at expense by M.G. Maness with the assistance of the Texas Attorney General's office, for officials did not want to release it²;
 - In the very next legislative session 2003, TDCJ had decrease their budget by 10%, but they deleted 33% of chaplains, down from about 150 to 100 full-time Chaplains, which did not reflect the value of Chaplaincy services to the agency, including their documented *complete* cost recovery — to say nothing of the extraordinary audit results mentioned above;
 - Statistics for last year include *million-plus* inmate program hours, only the top of the potential, done *without* chaplaincy exposure, *without* in-kind logistical support, and *without* active networking.³
 - Chaplaincy has been responsible for building one of the largest volunteer corps in the country, today at nearly 14,000 religious volunteers, essentially by themselves and without much recognition;
 - Each degree-bearing profession in TDCJ has had several up-grades in the last 20 years, from engineers to teachers; TDCJ's Windham's 900+ good teachers average a salary of about \$47k and 100+ good counselors average a salary of about \$50k with raises every year for 20 years — average, not top; the statistics of 100 Chaplains *compare* with Windham's 1,200+ employees at a fraction of the cost;
- Therefore, because 100 remaining chaplains have been loyal, carried nearly the same load as 150 chaplains with zero audit deficiencies; because several of these chaplains have at their own expense striven to increase their skills through higher education — the following is an equitable up-grade:

- **Boost 50 of the senior most Chaplain II's to Chaplain III, then, of the 50**
 - Grant Step 2 Grade to those with an accredited Masters or 10 years experience;
 - Grant Step 3 Grade to those with an accredited Doctors or 15 years experience;
 - Grant Step 4 Grade to any with 20 years experience.

The above and following FACT SHEET merit a good look for profession of so few doing so much.

Sincerely yours,


Michael G. Maness LLC

www.PreciousHeart.net

¹ Even with the proposal, TDCJ chaplains would still be below the national market: see www.preciousheart.net/chaplaincy.

² See www.preciousheart.net/chaplaincy for a short history and collation of first ever TDCJ Chaplaincy Audit.

³ See www.preciousheart.net/chaplaincy for five years of extraordinary chaplaincy statistics.

FACT SHEET

TDCJ Chaplain Professional Equity

2000 Monthly Snapshot - TDCJ Chaplains Shine

Christians	104,481	Jehovah's Witnesses	1,206
Muslims	9,151	Jewish	871
Native Americans	1,277	Buddhist	458 ¹

Major Faith Adherents = 117,733 of 158,005 = 74.5%

66% Christian

Baptists	43,651	Methodists	2,080
Catholics	27,534	Pentecostals	4,018

With 120+ categories of adherents, the Religious Constituents of Texas have a vested interest in the Professional Chaplains charged with facilitating inter-faith issues.

152 Chaplains Supervised in JULY 2000²

Employee Volunteers	65	w/ 552 hrs	Mentor Volunteers	1,729
Hospitality Volunteers	150	w/ 853 hrs	Voyager Volunteers	328
Volunteer Chaplains	403	w/ 7,192 hrs	Marriage Seminar Volunteers	41
General Volunteers	10,697	w/ 41,897 hrs	Contract Chaplain Hours	926

152 Chaplains Led or Facilitated in JULY 2000³

Primary Worship Services	2,158	Chaplain Classes Taught	705
w/ Volunteers	2,859	Chaplain Counseling Groups	465
Total # of Inmates Attending ...	150,190	Individual Counseling Interviews	5,126
Additional Services	1,701	Family Death Messages to Inmates	931
w/ Total # Inmates	69,192	Inmate Crisis Calls Supervised	2,066
Spiritual Growth Classes	1,734	Inmate Deaths Worked	59
w/ Total # Inmates	73,102	Hours of Off-Unit Staff Ministry	692
Community Service Hours	699	Community Speaking Promotions	194

RELIGION—Human History's Most Dynamic Source for Change

Harvard Professor Gordon Kaufman said addressing the ultimate questions of life is a necessity for thinking persons.⁴ Distinguished Professor John Newport of Fort Worth's Southwestern Theological Seminary said this necessity is built into human nature and "has been true through the ages; as long as humans have existed, we have asked ultimate and crucial questions."⁵ "Religion has existed in every society, from the most primitive to the most culturally advanced."⁶ All of the major religions have always spoken to and provided interpretations about existence and influenced every aspect of human behavior, thought, feelings, family, culture, life, death and afterlife.⁷ There is no more complex a profession.

Religion & Health Care Costs

Health care costs have risen faster than any other correctional costs.⁸ Prisoners are adversely affected beyond the intentions of prison mission goals, often developing more severe emotional problems added to their own criminal behavior problems and outside the realm of abnormal diagnosis in DSM IV.⁹

Religion gives faith, hope, meaning, optimism and security to persons, impacting the well-being of persons and their ability to handle stress.¹⁰ In a review of over 200 articles,¹¹ religious commitment indicated a positive impact on morbidity and mortality, with over 80% of the studies indicating longer life.¹² Prisoners are at a risk for suicide, and "Published studies consistently have shown that religious commitment is inversely related to suicide rates."¹³ Furthermore, given the ever-increasing cost of health care to corrections, Johnson and Larson state, "there is considerable empirical evidence concerning the beneficial effect of religious practices and commitment upon various health-care issues."¹⁴

Religion & Institutional Management

Religion helps inmates deal with criminal behavior and denial, helping them cope with the deprivations of prison life and understand the issues inherent in the loss of freedom; religion provides them with the opportunity to start a new life while in prison.¹⁵ No one doubts that religion fosters coping skills in prison.¹⁶

Chaplaincy Contributes to All the Mission-Critical Functions of the Agency



ENTIRE Cost Recovery of Chaplains

By the Public Sector and Texas own SAO's value of volunteers at \$10-23 per hour, today's 100 TDCJ chaplains supervise over 400,000 hours for a saving of \$5.6 to \$9.2 million dollars, over twice TDCJ's ENTIRE chaplaincy cost.¹⁷ If one chaplain prevented two inmate from returning in a year, that would be 2x cost recovery; if 5,000 of 15,000 religious volunteers prevented one from returning, that is ... hard to imagine how many times the ENTIRE cost of chaplains are recovered.¹⁸ The vision goes beyond that. Texas' full-time chaplains reduce recidivism and recover **MORE** than their entire operating cost several times over. Superlatives that blazon across the sky.

Sterling notation—in University of Texas at Austin study, *Investing in Volunteerism: The Impact of Service Initiatives in Selected State Agencies* (2002), the cost savings to TDCJ of \$7,906,520.16 was 90% from 100 TDCJ chaplains, which by the Texas State Auditor's Office of valuation \$10.39 to \$23.20 when calculated at high rate for religious volunteers, turning 513,744 hours into \$11,918,860 worth of savings, 90% chaplaincy religious volunteers, **OVER** twice the operating costs of Chaplaincy; moreover, that same *Investing in Volunteerism* study indicated that 100 TDCJ chaplains were facilitating about **50% of the volunteers in the ENTIRE state**, even though chaplains were not mentioned one time—not once!¹⁹ Nor are TDCJ Chaplain statistics mentioned in Division reports. Unfairly, the contribution of TDCJ's 100 Chaplains is conspicuously *absent* from records that matter.

TDCJ Need

Good News: from 1990 to 1997 the total crime rate dropped 30%; from 1988 to 1998, the crime rate has dropped significantly in direct proportion to TDCJ's increase in inmate population.²⁰

Greater Needs Coming to TDCJ: from 1970 to 1999 the mental health system has increasingly de-institutionalized its services, down from 12,413 in state hospitals in 1970 to 2,309 in 1999.²¹ "Between 1988 and 1998, while the TDCJ incarcerated population increased by 262%, the number of mentally ill offenders in prison receiving outpatient mental health services increased by 429%."²²

Work has been increasing, especially for the precious heart.

Governor's Performance Measures

Most Chaplains have decades of experience and graduate degrees, facilitate the best citizens, counsel some Texas' most troubled, impact general inmate morale, and reduce recidivism in a cost effective manner. The Governor's *Guide to Performance Measure Management 2000 Edition* indicates TDCJ's chaplains more than merit an up-grade, there is a rationale for a fully funded Chaplaincy Division.²³ Chaplaincy is Texas' only truly inter-faith more purely faith-based program, reflective of the values of Texas and the United States in Baylor University's world-class study, *American Piety in the 21st Century: New Insights to the Depth and Complexity of Religion in the US.*²⁴

Every Which Way You Look - Chaplaincy Shines

By every conceivable measure, chaplaincy shines. Yet they have not been supported according to their measurable data, not even a division recommended up-grade for the last ten years. Chaplains should not have to publicize their own accomplishments to merit consideration. Yet the above is just a clip of what *is* measurable, the *simple* items, even without active networking. The greatest elements of chaplaincy are impossible to measure—the *value* and ultimate *contribution* of the faith facilitated. Imagine what could be done with *vision* and *networking* throughout Texas' multiple faith groups and religious institutions?

There is no down side. Yet none of the measurable items have made it into the division reports for years or are used to rationalize much less provide logistical support the chaplains doing so much.

Every which way one looks, chaplaincy shines, when *allowed* to—even for a full Chaplaincy Division.

FY 2000 & 2001 - Clipped Summary

TDCJ STAFF CHAPLAINS
18,111 Classes/Groups Lead
5,928 Counseling Groups
90,983 Counseling Interviews
18,713 Offender Death Messages
37,501 Offender Phone Calls
21,564 Phone Calls for Offender
4,699 Letters Written
13,178 Staff Counseling Off Unit
21,320 Community Service Hrs Donated
1,975 Speaking Off-Unit on Chaplaincy
SPIRITUAL PROGRAMS
38,640 Primary Worship Services
2,508,064 Offender Attendance
35,285 Additional Spiritual Services
1,424,001 Attendance for Additional Services
MENTOR ONE-ON-ONE
24,914 Volunteer Mentors Visiting
FAMILY PROGRAMS
2,963 Visitation Volunteers Attending
14,668 Visitation Volunteer Hours
199 Marriage Seminars
1,310 Marriage Sem. Offender Couples
632 Day With Dads/Moms Offenders
28 Day With Dads/Moms Sessions
364 Day With Dads/Moms Children
78 Family Events Held
2,953 Family Event Offenders
6,526 Family Event Family Members
1,203 Marriage/Parenting Classes
26,149 Marriage/Parenting Offenders
VOYAGER THERAPY GROUPS
3,245 Distinct Classes
10,809 Class Meetings
8,481 Volunteer Facilitators
59,430 Offenders Enrolled
181,346 Offenders Attending
197 New Classes Started
LIFE SKILLS PROGRAM
12,942 Class Meetings
296,878 Offenders Attending
SUPPORT GROUPS
5,069 Support Groups
22,008 Volunteer Facilitators Attending
219,586 Offenders Attending

for full two-year spreadsheet and more
www.PreciousHeart.net/chaplaincy

Chaplaincy Contributes to All the Mission-Critical Functions of the Agency



Chaplain Equity References

¹ TDCJ Chaplaincy Department Statistical Run, Huntsville, Texas (August 29, 2000).
² TDCJ Chaplaincy Aggregate Monthly Report, Huntsville, Texas (July 2000).
³ Ibid.
⁴ Gordon Kaufman, *Relativism, Knowledge and Faith*, Chicago: University of Chicago Press, 1960.
⁵ John Newport, *Life's Ultimate Questions: Contemporary Philosophy of Religion*, Dallas: Word, 1989: 1.
⁶ Joseph Gaer, *What the Great Religions Believe*, New York: New American Library, 1963: 16.
⁷ See Kaufman, *Relativism...*; Newport, *Life's Ultimate Questions...*; Gaer, *What the Great Religions Believe*; the Bible, the Quran, the Torah and all of the millions of volumes in the seminary libraries of the major faiths in the world.
⁸ D. McDonald, *Managing Prison Health Care and Costs*, Washington, D.C.: National Institute of Justice, U.S. Department of Justice, 1995. The entire issues September 1995 *Corrections Forum* and October 1995 *Corrections Today* were devoted to correctional health care.
⁹ Hans Toch, *Mosaic of Despair: Human Breakdowns in Prison*, Rev. ed. [1st 1975], Washington, DC: American Psychological Association, 1992; R. Johnson & H. Toch, *The Pains of Imprisonment*, Prospect Heights, IL: Waveland Press, 1988.
¹⁰ D. Moberg, *Spiritual Well-Being: Sociological Perspective*, Washington, D.C.: 1979; D. Hadaway & W. Roff, "Religious Commitment and the Quality of Life in American Society," *Review of Religious Research* (1978: 295-307); D. Williams, "Religion and Psychological Distress in a Community Sample," *Social Science Medicine* (1991: 1257-1262).
¹¹ J. Levin & P. Schiller, "Is There a Religious Factor in Health?" *Journal of Religion and Health* (1987: 9-35).
¹² J. Levin & H. Vanderpool, "Is Frequent Religious Attendance Really Conducive to Better Health?" *Social Science Medicine* (1987: 69-78).
¹³ Byron R. Johnson & David B. Larson, "Linking Religion to the Mental and Physical Health of Inmates: A Literature Review and Research Note," *American Jails* (1997: 29); see also J. Gartner, et al, "Religious Commitment and Mental Health: A Review of the Empirical Literature," *Journal of Psychology and Theology* (1991: 6-25).
¹⁴ Ibid., Johnson & Larson, 30.
¹⁵ T. Clear & M. Myhre, "A Study of Religion in Prison," *LARCA Journal* (1995: 20-25): A study of over 700 inmates in 20 different prisons. T. O'Conner, et al, "The Impact of Prison Fellowship on Inmate Infraction at Lieber Prison in South Carolina," Center for Social Research (April 1997): two and a half times fewer infractions among those in Prison Fellowship programs.
¹⁶ See Johnson & Larson, "Linking Religion to the Mental and Physical Health of Inmates: A Literature Review and Research Note"; Gartner, et al, "Religious Commitment and Mental Health: A Review of the Empirical Literature." See Kaufman, *Relativism...*; Newport, *Life's Ultimate Questions...*; Gaer, *What the Great Religions Believe*; the Bible, the Quran, the Torah and all of the millions of volumes in the major seminary libraries of the major faiths in the world.
¹⁷ See www.preciousheart.net/chaplaincy/Chap_Cost_Savings.htm.
¹⁸ Gerald Saffel, Independent Study, Maximum Security Ferguson Unit, Midway, Texas (July 2000). For example, Senior Chaplain Gerald Saffel of the Ferguson Unit tracked inmates baptized in three months (12-91 to 2-92) to July of 2000 and found a 7.7% recidivism rate; 13 did not return; Senior Chaplain Saffel more than recovered the entire cost of his own salary for seven plus years in three to six months. Saffel did mention the faith work prior to and after baptism for the group prior to release, which certainly impacts whether it was actually three or six plus months of faith work for the 13; but of those he did baptize, there was a 7.7% recidivism on an 8 year span, which is still far better than the current rate of 30-40% recidivism on a 1 to 3 year span of general population inmates in other programs. And Saffel is still baptizing. See also, Byron R. Johnson, et al, "Religious Programs, Institutional Adjustment, and Recidivism Among Former Inmates in Prison Fellowship Programs," *Justice Quarterly* 14:1 (March 1997).
¹⁹ See www.preciousheart.net/chaplaincy/Volunteerism_Texas_Report_2002.pdf.
²⁰ Tony Fabelo, *Report to the Governor and Legislator*, Austin: Criminal Justice Policy Council (May 1998); Andrew Barbee, et al, *Sourcebook of Texas Adult Justice Population Statistics, 1988-1998*, Austin: Texas Criminal Justice Policy Council (November 1999).
²¹ Joel Heikes, *The Public Mental Health System in Texas and Its Relation to Criminal Justice*, Austin: Criminal Justice Policy Council (February 2000): 11.
²² Tony Fabelo, Executive Director of Criminal Justice Policy Council, in the intro to Joel Heikes' *The Public Mental Health System in Texas and Its Relation to Criminal Justice*, Austin: Criminal Justice Policy Council (February 2000): 1.
²³ See www.preciousheart.net/chaplaincy/Gov-docs/Performance_MeasuresSAO-2000.pdf.
²⁴ See www.baylor.edu/is/religion.

Chaplains Cultivate the Precious Heart
Saving Millions of Dollars — Contributing to Every Mission Critical Function
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used in Austin, see it in color > www.PreciousHeart.net/chaplaincy/CPE-2001.pdf
whole proposal > www.PreciousHeart.net/chaplaincy/01-Chaplain_Pt_1_Proposal_2000.pdf





In Fiscal Year 2011

**120 TDCJ Chaplains Facilitated, Cared for 99.8% of
20,000 Volunteers in their 418,000 visits with
500,000 hours with an astounding
4,000,000 prisoners in attendance—plus
19,602 Critical Illness/Death Notices & more**

from Item 5 above¹

the year they were cut and saved

Regarding this precious and immeasurably valuable record—a treasure—TDCJ staff Chaplains have been in the *center* of that miracle of human transformation for over a *century* as they help and facilitate and love Volunteers, helping all persons in the Vital Issues of life, laboring *with* the Volunteers to minister and care for *all* inside the prison, even of all faiths, with Christianity by a whopping margin, in that most exquisite of enterprises in Care for the Soul while facilitating the greatest resource for change in human history—*religion*.

Is Chaplain Professional Equity too much ask for these few humble servants?



¹ Item 5, p.72, www.PreciousHeart.net/chaplaincy/RPD-Dunbar-08-2012.pdf.
