

How We Saved Texas Prison Chaplaincy 2011



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


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TDCJ Senior Clinical Chaplain 20 Years

www.PreciousHeart.net/Saved



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Appendix 8 – Prison Staff Chaplain Survival Guide

www.PreciousHeart.net/Saved/Appendix-8-Staff-Chaplain-Survival.pdf



this can apply to any staff prison Chaplain with slight adjustments

So you're a TDCJ staff Chaplain. Congratulations on entering into one of the most rewarding and challenging ministries on earth. The need is gargantuan. After 20 years, and being active in advocacy at the state level for fifteen years, with a large degree of success in the Texas legislature—here are a few guidelines.

1. **Pray Regularly.** I pray that all staff Chaplains will gain the reputation that they are available to pray with any prisoner or staffer, not by advertisement or their claim, but by their *actions* of availability and humble prayers around the facility. A Chaplain that will chat with a prisoner on the run or sidewalk (not allowing the prisoner to disrupt his work or the facility operations), and—in response to that prisoner's request for prayer and then your request to say a prayer right there—the Chaplain right there prays, *that is a real Chaplain!*
2. **Read Policy.** You have a sophisticated Chaplaincy manual, a few portions of which you will not need for years, but was put together for a reason; lock yourself in your office to master it first. The sooner the better. If you have not read it in the first six months, you are lazy. You also have access via the mainframe (or internet) to most of the policies of all the departments and even of the executive office, and you should read good portions of the policies of Food Service, Classification, Security, Inmate Services, *Security*, et al. TDCJ is a state agency that operates by policy most of the time.
3. **Read COMISS, et al.** Read the 1992 COMISS Report carefully every few years. Read this book and the articles on www.PreciousHeart.net/Chaplaincy. Subscribe to the local newspaper. Read the inmate bulletin boards. Be sure to get a subscription or have a way to get a copy of the TDCJ Echo, the prison newspaper written for prisoners. Read the Quran, it is small enough.

4. **Read about Criminals.** Bud Allen and Diana Bosta's *Games Criminals Play: How You Can Profit by Knowing Them* (Rae John Publishers, 1993 [1981])—*read*, pay heed and be warned. Read travel cards (that has the *summaries* of the prisoner's arrest records, convictions, key words, DOB, home town, etc.). Know what your key inmates are in for, and do not get sucked into that false sense of humility that says something vain and stupid like, "I want to treat everyone fairly." Baloney. No prisoner in TDCJ is there for singing in the choir, and you, sir or ma'am, *cannot* truly help that prisoner (who is helping you for *years* in the chapel) if you are ignorant of his *life*. After seven or eight years, you will *know* why that is important as you become a real veteran prison employee and will not need to look at the prisoners' records as much.
5. **Communicate.** You are under dual supervision, but your bread is buttered in the warden's office. Stop by frequently. Ask questions. If you don't know, say, "No." If you cannot say, "No," resign and find another place to serve. Get to know *all* the department heads, spend time in their offices. Do what good wardens do, *walk and talk*. Get to know the Major and Captains, and visit the shifts (not just when HQ tells you to, unless they are overburdening you with *orders* to visit every month, a real piece of nonsense).
6. **Communicate.** Become active in your local ministerial alliance. *Not one in your town*, then start one. Visit other clergy and their worship services, especially the Catholics if you are Protestant, or vice versa.
7. **Visit** with your regional *more* than when he or she calls or visits. Visit other Chaplains, see their departments, how they do things, and be a guest to their services. Gosh, if you are shy and one who really does not make waves, you might only see your regional every three years; try to communicate somehow at least every six months, if just to chat. *New?*—spread your questions around, call other Chaplains, so you don't sound so dumb to your regional.
8. **Volunteers.** Love them, cherish them and visit their churches. Spend time with them, especially your Volunteer Chaplains. You are the staff Chaplain and *everything* that happens reflects upon you. If you do *not* know what your Volunteer is doing, then you are sub-par, below standard and not following your own job description (refer to #1 above and begin again). Volunteers are your greatest assets. If you *ever* are

tempted to think you can do it all by yourself, resign, for you've lost your mind. In other words, the need is so great, and if you read the COMISS Report, it was for lack of networking most of all that Georgia lost their staff Chaplains (and other states) and it was *because* of networking and *because* of our Volunteers that Georgia recovered and that we saved TDCJ Chaplaincy in 2011. Wash their feet. Make their service as *easy* for them as possible.

9. **Uptown – pt. 1.** Do not go there. If you want a long and peaceful life in this most exquisite ministry, learn the chain of command. Do not take anything *above* or *around* your asst. warden, even to the senior warden, unless you *know* that asst. warden is okay with such. If in doubt, ask or do nothing. Patience. You have to report religious irregularities to your regional, but do not report prison unit irregularities that you have not *first* addressed with your asst. warden. That *almost* goes for your major, too, who is the unit chief of security; try to avoid going around or over the major. The best majors are *all* ambitious, as are all asst. wardens, who put in application after application for promotion in a *highly* competitive promotional process—sometimes, there can be 60-75 applicants for a single major's or asst. warden's position.
10. **Ministry vs. Care.** You should not say, "The ministry comes first." You are a state employee and accountable to Ceasar. The term "ministry" is too parochial or too "holy" for many. "Care" for souls is a priority, and you *will* do "ministry" by the ton. However, as a state Chaplain, please, be mindful that since the *ministry does come first*, to truly "minister" to all as *you* understand the term and without discrimination, you will need to work on your "care for the soul" without the appearance and confusion that the term "ministry" brings. For the Catholic, "ministry" has sacrosanct and even sacramental connotations and denotations that a Protestant is not entitled to (*as they* understand). So if you are a Protestant Chaplain you *decrease* the genuineness of your care when you use "ministry" in your alleged *care* for a Catholic and Muslim prisoner or staff. In other words, care is more genuine and effective when the caregiving Chaplain does not ever *force* his own understanding upon the hurting person. Genuine care will lead to faith. See Chapter VIII.A on the "Chaplain ... Not a Pastor" and work on Care for the Soul.

11. **Uptown – pt. 2.** Do not *ever* write a letter *exposing* what you think is an impropriety to the TDCJ executive director or to the Texas Board of Criminal Justice. That will end your career, unless it is praise of TDCJ, of your warden, of your Chaplaincy HQ, or praise of someone else. If you cannot trust your asst. warden, it is time for a transfer or to retire.
12. **Trust** – *trust*. That is, *trust* staff first. If you're new, *trust* the senior staff, even if you don't *feel* like it. Prison is an interpersonally hostile place, and you will need to develop thick skin and a couple of street skills. You will *never* be an expert in “street skill,” because you are a *Chaplain*, with a role different than a criminal and officer. Yet, you are the one person that all *should* be able to trust. If you find yourself in a state of mind where you *feel* alienated or alone, you might need a vacation or a break or a counselor. If you find yourself feeling like *most* of the staff is crooked and the prisoners are your friends—yes, you better see your senior warden immediately and let him beat you around the office a bit. Or resign, for you have lost your ministry. See #4 above, and #26 and #28 below. Take stock. Trust is precious, and apologize if you are wrong and learn from your mistakes. For God's sake, be a man or woman of honor.
13. **Uptown – pt. 3.** There may be a time to report a warden. If you think so, you are probably wrong. If you have not read *all* of the Chaplaincy manual, then you are deluded, and then certainly you have not read the policies of other departments either. Remember, *all* the wardens got there through a *highly* competitive process and because they know policy better than most. That includes the *policy* that allows *them* some discretion. That includes *your* policy. It's embarrassing to see a Chaplain complain out of ignorance, and going uptown in ignorance is suicide. Most importantly, relationships *are* so very precious, and going uptown is a one way ticket. What kind of a Chaplain are you? Honor. Do *not* report a failing or violation of a warden—just do *not* do it—unless you are absolutely certain the warden's action violates a serious policy (or law) and there is no other way to get it addressed (like going to him).

If you *know* policy, are *certain* and are *honorable*—report.
14. **Five-Minute Desk.** Do not leave it on your desk for more than five minutes. If it is a security risk or a threat to the safety of *anyone*, report it. One time a prisoner brought me a dollar bill that he said he had found

in the mentor program the night before and that he wanted me to have it ... to keep the mentor from getting in trouble. I immediately took it to the asst. warden, who got his name, and a disciplinary followed for that prisoner. I never played games. My regular prisoners who helped in the chapel would *point* to a quarter on the floor and let me pick it up, and I was a quarter richer and did not worry about that. The point is that a *prisoner* handling money is a problem that can be blown out of proportion. Sometimes the small things *do matter* a lot. I have a dozen other stories. Do *not* play with security issues, and I made it a habit to report *any* security issue or *any* threat of harm; in other words, for any serious threat, I did not leave it on my desk for more than five minutes. Once you get into the habit, and you have weathered a few inmates' tests (they *are* watching), you will have more time for *genuine* ministry and Care for the Soul for those truly needing you.

15. **EEOC.** You *have* to follow it, but there is room for you to be patient. I never had to report an incident to the EEOC, though, I must confess, I saw a minor violation or two. Realize that not very many men and women in the prison are even *trying* to live up to your standard. EEOC is *not* an avenue for you to be the moral policeman. Also know, that if you witness a clear piece of sexual harassment—like an officer *kissing* an inmate—and you *do not* report it, and it is discovered, you could be in serious trouble. Be careful.
16. **Policy and Avoid Passing the Buck.** Learn policy and follow it. “You will never get into trouble following policy,” famous words one warden once told me. Good words. Similarly, you will almost never get into trouble saying, “No,” to an inmate. Better “no” than a violation. If you do not *know*, say, “No.” Avoid saying, “I don’t know.” That is, truly, say, “No,” or—at least—“Let me think about it.” If you say the latter, then *find* the answer and give it—be *honorable* and *keep* your word. Also, avoid passing the buck. Really, it is a bit irresponsible and cheap to be found saying, “Go ask the warden” to a staffer or to a Volunteer, or “Go ask classification” to a prisoner. If you are to be authentically *approachable* as a *staff* and educated Chaplain, then you should know policy.

Ideally, a Volunteer should *never* have to go the warden, because you yourself will know, or have or will get *all* the answers for them—you are taking care of them, making *their* experience the most conducive to

them as possible. Your job. Of course, many Volunteers are super-achievers and most will be greater leaders in the community than the senior warden; be assured that the warden will cater and curry favor with the prominent. The warden's job ... entails politics on several levels. You *never* prevent a Volunteer from seeing anyone. If you are a decent Chaplain, the best Volunteers will not circumvent you even in their informal chats with the warden. The best wardens will defend you against that rare Volunteer that *needs* to bully. All the more reason to *know* policy.

17. **Keep your word.** Try hard *not* to commit to something you *cannot* be certain you can do. Pretend like everyone remembers *everything*. So, if you're honest, you really don't have anything to worry about.
18. **Save time.** Save your vacation and holiday and sick time, build it up, you can use that time later for retirement. But build it up so, in case of an emergency, you will *always* have some.
19. **Teach.** Do teach and preach and lead services, but do *not* do it all the time, and be careful *not* to fall into the rut of covering for everyone, as though "the class must go on" at all costs. You are the *Chaplain*, that must cover a lot of territory, and your visiting with prisoners and staff on the wings, in the lock ups, in classification, food service, maintenance, laundry, and such is, truly, *more* important than teaching all the time. And vice versa where if you *never* teach, well then, that is another rut, too—I believe a worst rut—where you have become the "administrator" and ceased being the Chaplain. Think on these things.
20. **Death.** Master your part in an inmate death. Always keep in your car *several* copies of your death-packet cheat-sheet and a copy of the computer screen that you fill out. So when you are called to the hospital (at 2 a.m.), you can get the information for your part on the fly. *Everyone* is in crisis, and the lieutenant working it especially (all eyes on him). So with your blank computer screen copy, you can get the info as it flows, etc., and—let me tell you—about a third of the time, they will ask you for some of it—you'll shine *and* be a comfort. Beware of your surroundings. It is one of the most powerful times for the Chaplain to comfort and Care for the Soul. Listen and pray. I always touched the body of the dead man and said a prayer, and I told the family I said a prayer for him and them. Write your condolence letter with a heart.

21. **Life and State Representative.** Visit the wings from time to time, but stay near a phone so you can be reached for crisis calls. And visit with the officers *while* you visit with the prisoners. Treat all prisoners' families with the upmost respect. Be not afraid to refer the family to their state representative in situations where the family seems to have exhausted all in-house and in-TDCJ options; yet, I also encouraged the prisoner's family to *not* mention that I told them so—you know why. Few will be the times to refer; keep it available, for it is part of the "rights" of all Texas citizens. Most of those you refer will be poor and simply not aware that they *have a voice*. The best Representatives want to hear from their sincere constituents, and such is critical to the checks and balances. Refer ... it's okay to refer.
22. **Read on Pastoral Care, Become an Expert on Empathy.** I presume you are *already* a good disciple and an expert in your faith. So read books by experts, like those in the bibliography. I highly recommend James M. Kouzes and Barry Z. Posner's www.LeadershipChallenge.com and their now epic and classic study, hailed as the best of the best on leadership, *The Leadership Challenge: How to Keep Getting Extraordinary Things Done in Organizations* (Jossey-Bass, 1st ed., 1987, 4th 2008; 405p.; foreword by Thomas J. Peters.); Seward Hiltner's *Pastoral Counseling* (Abingdon Press, 1949), one of the defining statements; and Viktor E. Frankl's *Man's Search for Meaning: An Introduction to Logotherapy* (NY: Clarion, 1970), on his professional analysis of his Nazi concentration camp experience, a premier look at the human condition under the extreme stress of forced confinement where death by heartless murder was an almost daily unpredictable occurrence. Get a copy of Gerard Egan's *The Skilled Helper (any version, Brooks/Cole Publishing, 1982 [now in 10th ed.]* and spend time with his masterful principles. You really, really need to read Carl Rogers' *A Way of Being* (Boston: Houghton Mifflin, 1980); also secure a copy of his classic definition, "Empathic: An Unappreciated Way of Being," *The Counseling Psychologist* 5 [(1975): 2-10], and read this exquisite piece every year.²⁶⁷ For those with Clinical Pastoral Education, Rogers will be appreciated all the more.

²⁶⁷ See www.PreciousHeart.net/Saved/Rogers-Empathy.pdf, they are all over the net.

See www.PreciousHeart.net/empathy for my doctoral dissertation on empathy in 1997 at New Orleans Theological Seminary for a lot on teaching basic listening skills. Empathy is one of the greatest skills for a Chaplain, not easy to learn, and takes a real heart to master and use sincerely. Once you are a master of empathy, then you will see how *real* criminals use the *skill* without the heart, while they themselves are often unaware of their level of *social skill* and *empathic cunning* motivated by self-interest against any genuine concern (see this footnote on Long John Silver's craftiness, eerily similar to experienced convicts).²⁶⁸

23. **Hugging - Loving.** I did not hug prisoners and very rarely hugged staff, except during funerals. Nor did I ever say to a prisoner, "I love you." I could write a book about that. Maybe 20 times in 20 years, after a long session of facilitating grief, or after a fruitful connection with his family, a prisoner spontaneously hugged me, and I patted his back. Though some Chaplains and Volunteers find the need, I rejected hugs by prisoners early in my ministry and have never regretted it. I was on a long-term or terminal facility, where some prisoners stayed for 20 years. I stayed that long, too. Genuineness is more important than hugs. Moreover, I did not want to hug a prisoner who had done something vile to a correctional officer (you don't want me to tell here). A handshake was fine, and none of those fiddle-faddle-twist-a-loop handshakes, either—just a good handshake 98% of the time.
24. **Touch.** I would put my hand on a prisoner's forearm when he was cried, or to get the prisoner's attention, or to get the prisoner's eye contact, or put a hand on a shoulder when they hurt. Be careful with touch and know proxemics. Better not to touch than to over-touch in *prison*—dah.
25. **Close the door.** From time to time, close the door and take stock. Are you playing favorites with a prisoner? Are you following policy? How

²⁶⁸ After 10 years in TDCJ, and grown in my own skill in empathy, I saw the classic by Disney, the 1950 version of *Treasure Island*. Though a tad campy by today's cinema standards, still, it has Long John Silver at his best, most cunning and magnetic, and *so perfectly* plays the criminal in the guise of an honorable *helpful* cook. You might like the movie, but after 10 years of dealing honorably with criminals and with genuine skills in empathy, you will see Long John Silver in this movie and shake your head with awe.

is your relationship with your wardens? Your Volunteers? Your wife and kids?

26. **Confide.** If you have a bad home life, it will be tougher in the prison. If need be, do not be afraid to see a counselor. And, if you are in a ministerial alliance, there will be one or two ministers in the community in which you can confide. So ... *confide*. Be careful, but *confide*. You *must* find a few friends in the ministry to help you carry the burden, or—in time—the stresses will warp you or choke you or, worst, burn you out.
27. **Confidential.** If you cannot keep a secret, resign. If a prisoner asks about confidentially, that's a good clue that you need to tell him that *no security* issue or threat to himself or others is confidential. Ever. You *must* report any security risk or threat of harm *immediately*, or immediately after the prisoner leaves—don't keep it on your desk for more than five minutes (see #14). With that, the pastoral issues are confidential, not even to be joked about anonymously later, eternally confidential. The wrong joke, and—they *are* watching—you lose a measure of authentic ministry. If you do not know what that means, resign and find another job.
28. **Network with Chaplains.** Truly, find a senior Chaplain and call him or her, have lunch with them, for they *know* the unique stress and will—yes—be a Chaplain for you, too. *They understand*. Join the American Correctional Chaplains Association, the only body of its kind, and try to go to meetings.
29. **Love.** There, I said it. I was *not* a hugging Chaplain. Nor did I *ever* say to a prisoner, "I love you." Had many say they *love* me. I love my mother, family and friends. That said, *love* sincerely. Be known as a Chaplain, not a pastor, and a Chaplain who genuinely and sincerely works to Care for the Soul without discrimination, without regard for a man's religion or lack of religion (be he an ornery Baptist, angry Satanist, or spaced-out atheist). The Chaplain *values* religious freedom, not merely *obeys* policy. Love. Care for the Soul.

Become a student of empathy, a *master* of active listening skills, so you can come to know the depth of human connection in advanced accurate empathy (see Gerard Egan's *The Skilled Helper* and Carl Rogers in #22 above). If you do *not know* what advanced empathy is, your toolbox is short and light on your ability to love and Care for the

Soul, and will remain so until you *know* the skill. The skill is harder for most men to learn than women, because of our American culture, but by no stretch does the skill favor a gender as does physical strength favor males.

30. **Wardens.** Respect. The whole institution runs on respect. Respect is the currency denomination that drives the prison's psychological economy. Make no mistake how much religion is *used* in exchange for respect, subtly, and with no ability to judge motives. Make sure you respect the warden—the chief executive—and his or her office (no matter whether you like them). Respecting the warden is non-negotiable, for in the economy based upon respect, the warden's office is the Federal Reserve. In a few staffers' and prisoners' eyes, the warden is God, or essentially so. Respect the office and the person of the warden *even* when you are in a confidential session with a prisoner and no matter how disrespectful the prisoner feels toward staff; you must *limit* the disrespect or you are not worth your salt, yet there is a way to allow the prisoner to vent his emotions without your agreement and without joining him in disrespect.²⁶⁹ Respect the warden, in season and out of season—he or she is the captain of the ship, and that is your duty. Care for the warden's Soul, too, and *try* not to be a hearty party to jokes about the warden or the office. You're a Chaplain, not a comedian, though humor is good for the soul. And, because of their experience, they will know, too, whether you *are* or *are not* giving them respect. And, believe me, that truly has nothing to do with whether you *like* them or they *like* you. Respect. If you *can* respect your warden, then you are halfway home to respecting *all* officers and gaining that critical coping skill in prison. In many aspects, you are in *their* ship, and TDCJ is holding them heavily accountable. And if you fail in #5, you will be failing here, too—so get it together. You will be a wise Chaplain if you *pretend* like the warden remembers everything, has a photographic memory, and has eyes *everywhere*. While he or she is human, probably forgets as much as you, still, they will *know* and—truly—the best senior

²⁶⁹ If successful in advanced empathy, which is not always possible, you will help the prisoner not only vent, but help the prisoner connect with other emotions on authority, loss, injustice, and whatever else is going on in his life ... and he will never forget and will ever appreciate you the Care for the Soul he *experienced* with his Chaplain.

wardens *do* have eyes everywhere, called correctional officers, and when the warden is “walking and talking” he is also on a subtle intelligence gathering mission. The wardens are *not* dummies and you will *never* know all they know and you *do not want* to know.

31. **Pray.** Be known for your willingness to *pray* (see #1).
32. **Be available.** Be kind. Be the peace in the midst of the storm. Put on the good virtues, avoid the bad, and love human beings. Be ethical. Yes, this list has no end.²⁷⁰ But if you are an honest and honorable person, that *tries* to follow policy and use good faith, you will be okay. Be on time, for a Chaplain that is always late will be seen as someone who does not care (or worse, someone who feels *above* others). Be available. I know one pastor who had developed the gift of appearing to *always* have time for you; his busy schedule *never* appeared in his conversation; he *always* seemed to *value* every second with you. If you can reach that level of *availability*, you are a very good Chaplain. A hurried Chaplain will often appear incompetent. Almost no paperwork is *more* important than seeing a prisoner or staffer who sincerely asks—nearly *anytime*—and then, that particular moment, that very hour (a bean), *might* be the *only* time that prisoner or staffer will be *able* to open up: *carpe diem*. Your *availability* over the decades will yield many of the mountain tops in your work of Care for the Soul.
33. **Welcome.** After you have several years on the job, be one of the first to *welcome* your new senior warden and asst. wardens. Invite them to lunch. They will likely decline, as they usually go slow, but they will *not* forget the gesture. Be one of the first to visit new department heads in *their* offices.



Directors of Chaplains. If you *were* a Chaplain, then you know. Emmett Solomon led the way in his monthly report that included counseling sessions (estimated of course) and contacts and TDCJ’s Chaplaincy appears to

²⁷⁰ See www.PreciousHeart.net/fm/Character.pdf. And this was compiled for my book, *Character Counts* (AuthorHouse, 2010). See also Christopher Peterson and Martin E. P. Seligman monumental *Character Strengths and Virtues: A Handbook and Classification* (Oxford Univ. Press, 2004; 816p.), the most academic collection yet, and backed up by their likewise monumental *clinical* work—a true masterpiece in the literature.

collect the most.²⁷¹ Notice, though, that TDCJ *decreased* some of the items from 2002, *after* we secured our first pay raise and *before* they cut 60 chaplains in 2003.²⁷² This was a decrease in collection of real work-load data, not a good scenario where data and work should *drive* support and allocation. The Chaplains' monthly reports should be refined, collated, and kept forever. The data are *precious* statistics on Care for the Soul that indicate much more than complete cost recovery. Texas has a great apparatus, and those data hepled save us in 2011. There are some, like those who tried to kill Texas Chaplaincy, that wish to appoint *non-Chaplains* over a Chaplaincy corps. We cannot fault the person wanting a job, but the profession suffers. Who will be the director of disinction that will lead the way for the annual meeting of prison "Directors of Chaplains"? Together, you can better develop a standard monthly report, using Texas' if you like, so that we can compare nationwide. Chaplains do so much, and keeping a good record of that human transformation largely lies with the directors. Come together. Lead the way. If not you—who? *Sincerely*.

No End. There is no end to this list, and I could have refined it. Oh, *we all could have refined it if we got together*. Mostly, this entire book is a survival guide, and there are links to a host of resources. If Professional Staff Prison Chaplaincy survives, *you*—sir or ma'am—will play a critical part in its *survival* or *demise*. Largely, if it survives it will be because *one or a few* staff Chaplains took leadership, followed the principles of the COMISS Report (*knowingly* or *unknowingly*), remained vigilant and *in touch* with their state representatives, and, of course, *loved their Volunteers*. I cannot stress enough: Chaplain ... *talk* to other Chaplains!



²⁷¹ Tidbit—in my first year, I kept a notes on counseling sessions on 5x6 cards. They were helpful until I noticed the prisoners *looking at the box*. They *are* looking. It became obvious, the "box" was distracting and inhibiting *confidential* flow, even—gulp!—shutting down some. Out went the box. In formal counseling, notes might have their place, but *not* in the prison chaplain's office. Here is another chapter on pastoral care ... sometime.

²⁷² See Appendix 2.C, bottom of page 201, and compare the statistics from 1998, 1999, 2000, 2001 with those data in 2002 and 2004 and hence:

See www.PreciousHeart.net/chaplaincy/FY2002_Chaplaincy.htm which shows the decrease data collection on work prior to 2003 when 33% or 60 Chaplains were cut, though TDCJ was only asked to cut 10%, not a good scenario where data should *drive* support.



Caveat to Texas Chaplains on Legislature

Check LBB Every October in Even Years

Check the Legislature Every January 1 in Odd Years

Texas Chaplains—check the LBB in October in even years and January 1 in the odd year that begins a new Texas legislative session to *see* if TDCJ Chaplaincy is *there!* Your state representative will be *glad* to help—easy.

who represents You: www.fyi.legis.state.tx.us

When TDCJ Chaplaincy is zero-budgeted again,
it *will* happen in the same way, in secret and without notice.
If Chaplains do *not* start in January or by February 1 to fight,
you will likely lose ... that is the cold and hard truth.

the next time the division or someone zero-budgets Chaplaincy
will be during the LBB sessions in Oct-Nov-Dec in the even years and
when they think no one will notice until it is too late.

Audit Coming. Chaplains, if you really want prison Chaplaincy to survive, then prepare for the next Big-Little Audit that evaluates whether your work is valuable. See the only Big Audit in TDCJ history in Appendix 10. Want a secretary? A raise? Professional Equity? You deserve much more for all you do ... see what has been done before in Appendix 10.

I pray the day will come when Chaplains and Volunteers will not
have to defend Chaplaincy and its place of honor is secure.





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 above²⁷³

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?



Support www.ChapelofHope.org



²⁷³ Item 5, p.72, www.PreciousHeart.net/chaplaincy/RPD-Dunbar-08-2012.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

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