

# **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](http://www.PreciousHeart.net/Saved)



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## Appendix 9 – Chaplain Professional Equity 2001 and Subsequent Cuts and Additions

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[www.PreciousHeart.net/Saved/Appendix-9-Chaplain-Professional-Equity.pdf](http://www.PreciousHeart.net/Saved/Appendix-9-Chaplain-Professional-Equity.pdf)

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**Staff Chaplain**—Appendices 9 and 10 are for you most of all, especially senior Chaplains of ten years or more. Few others will find them tantalizing, and several Chaplains will find them tedious. Yet, they are tight, short, and among the most important in this book. The history shows our success in the legislature that secured the first pay raise in 40-plus years, the return of 25 Chaplains, and the only classification audit of Chaplains in TDCJ history (with the essence of the actual audit in Appendix 10).

In 2000-2001, I was like the movie, *Mr. Smith Goes to Washington* (1939, starring Jimmie Stewart), naïve and too trusting, but honest and straightforward: Maness goes to Austin. Funny. I learned as I went, truly, just asking questions, directions, taking notes, asking more. Texas has some *good* people. Yet like the movie, too, *some* uptown and in TDCJ do not want to help, and at times one will *have* to press forward and *climb* up hill.

You will also see 60 Chaplains cut in 2003 without consideration of that very Chaplaincy audit or the cost savings, and much more. And you will see how this was done uphill, against the flow. If nothing changes, you will

see—proven in 2011 with the attempt to assassinate Chaplaincy—there is *every reason* to fear that the *same* zero-budgeting will take place again. What led to 2011 was connected to 10 years of indifference at best, or worse in purposed neglect of the Chaplaincy’s extraordinary contributions, cost savings, care of Volunteers and, clearly, Chaplaincy’s facilitation of the greatest source for change in human history—*religion*.

*Chaplains—I pray* you will give a diligent look, for though you cannot know the thousands of hours in 15-plus years of advocacy that lay behind all of the documents referenced in this book, you should be able to see the heart and determination and ramifications of the following. The ramifications are ominous and portend more and mostly what *you*, sir or ma’am, will do or not do henceforth.

*I pray* someone will pick up the baton and take Chaplaincy’s defense further.



## **A. 2001—Maness Led Chaplain Professional Equity**

### **1. HB 2460 and SB 1607 and 64 Chaplains Go Uptown**

As mentioned in the Chapter I, I began in 1999 to ask and in 2000 wrote the Chaplain Professional Equity Proposal and networked with 64 Chaplains. In 2001, my Representative Dan Ellis wrote House Bill 2460 and my Senator Todd Staples wrote Senate Bill 1607, which led to our reclassification *up one whole pay group*—a fantastic success—first raise for all state Chaplains in 40-plus years in TDCJ, MHMR and TYC. Here are the names of these 64 dear Chaplains, some of the most qualified in the U.S. and in the TDCJ—all courageous champs—some already gone to heaven.

1. Rev. Ernest Alexander, Chaplain, Gatesville Unit; A.A. 800 hrs CPE, 3+ years TDCJ, 17+ years ministry experience
2. Rev. Bob Ayers, Chaplain, Glossbrenner Unit; 1+ years TDCJ, 12+ years ministry experience
3. Rev. “Joe” A.C. Camero, Chaplain, Dominguez State Jail; 800 hrs CPE, 5 years TDCJ, 27 years ministry experience
4. Rev. Charles Bailey, Chaplain, Travis State Jail; B.A., M.S., Ret. USAF Colonel, 1,200 hrs CPE, 3+ yrs TDCJ, 22+ yrs ministry exp.
5. Rev. Sylvester Ballard, Chaplain, Jester III Unit; B.A., M.Div., 800 hrs CPE, 6+ years TDCJ, 29+ years ministry experience
6. Rev. James Beach, Chaplain, Beto Unit; B.A., M.A. Pastoral Counseling 6+ years TDCJ, 20+ years ministry experience, former Mayor City of Como
7. Rev. George Bell, Chaplain, Stiles Unit; B.A., M.Div., 800 hrs CPE, 7+ years TDCJ, 27+ years ministry experience

8. Rev. Jeanetta Brewster, Chaplain, Holliday Unit; B.S., Lib. Arts, B.S. Min. 8 years TDCJ, 38 years ministry experience
9. Rev. Douglas Brown, Chaplain, Dalhart Unit; B.A., M.Div 800 hrs CPE, 6+ years TDCJ, 21 years ministry experience, ex-Army Chaplain
10. Rev. Ernest Brown, Chaplain, Tulia Unit; B.A. 800 hrs CPE, 2+ years CPE, 18+ years ministry experience
11. Rev. Fred D. Broussard, Chaplain, Central Unit; A.A., B.S., 4+ years TDCJ, 16+ years ministry experience
12. Rev. Robert Burton, Chaplain, Hilltop Unit; B.A., M.Div., 800 hrs CPE, 3+ years TDCJ, 20+ years ministry experience
13. Rev. Hurley Clayton, Chaplain, LeBlanc Unit; M.Div., Master Music 800 hrs CPE, 6+ years TDCJ, 20+ years ministry experience
14. Rev. Harry Davis, Chaplain, Larry Gist State Jail; BBA Business Manag. 800 hrs CPE, 6.5+ years TDCJ, 20+ years ministry experience
15. Rev. Susan Densman, Chaplain, Texas City; B.A., 1/2 Masters, 5+ years TDCJ, 10+ years ministry experience
16. Dr. Vance Drum, Chaplain, Eastham Unit; B.A., M.T.S., D.Min. 800 hrs CPE, 16+ years TDCJ, 20 years ministry experience, then President of the American Protestant Correctional Chaplain's Association
17. Imam Eugene Farooq, Chaplain, Ramsey III; Certified Islamic Studies 17+ years TDCJ, 28+ years ministry experience
18. Rev. Karon Featherston, Chaplain, Murray Unit; 12+ TDCJ, 13+ years ministry experience
19. Rev. G.J. Garcia, Chaplain, Darrington Unit; Associate of Arts 6+ years TDCJ, 20+ years ministry experience
20. Rev. David Goad, Chaplain, Clements Unit; B.A., M.Div., D.Min. 800 hrs CPE, 6+ years TDCJ, 40+ years ministry experience
21. Dr. Benny Hindmon, Chaplain, Wynne Unit; B.A., M.Div., D.Min., Deceased
22. Rev. Mike Hubbard, Chaplain, Garza West Unit
23. Rev. Tommy Ingle, Jr., Chaplain, Mireles Training Academy and W6 Trustee Camp; B.S., M.R.E., M.A.R.E; 1000 hrs CPE, 8+ years TDCJ, 42+ years ministry experience
24. Rev. Cecil James, Chaplain, Segovia Unit; B.A. 2+ years TDCJ, 15+ years ministry experience
25. Rev. Robert Kibbe, Chaplain, Jester Unit; B.A., M.Div. 10+ years TDCJ, 20+ years ministry experience
26. Rev. Willard Kiper, Chaplain, Baten ISF; B.A. in Business 800 hrs CPE, 6.5+ years TDCJ, 20+ years ministry experience
27. Rev. Paul Klein, Chaplain, Robertson Unit; B.S. 1,600 hrs CPE, 7+ years TDCJ, 25+ years ministry experience
28. Rev. Chris Kutin, Chaplain, Clements Unit; B.A., M.Div. 800 hrs CPE, 10+ years TDCJ, 25+ years ministry experience
29. Rev. Donald Lacy, Michael Unit; Associate Degree 800 hrs CPE, 5.5+ years TDCJ, 20+ years ministry experience
30. Rev. Brent Larsen, Chaplain, Central Unit; B.A. 6 years TDCJ, 9+ years ministry experience
31. Rev. Leonard Lee, Chaplain, Torres Unit; B.A., Th.M., D.Min. 1,600 hrs CPE, 4+ years TDCJ, 36+ years ministry experience
32. Rev. Samuel Longoria, Chaplain, Clemens Unit; B.A. 7+ years TDCJ
33. Rev. Ernest Lucio, Chaplain, Dolph Briscoe Unit; A.A., B.A. 800 hrs CPE, 4+ years TDCJ, 22+ years ministry experience

34. Dr. M.G. Maness, Chaplain, Lewis Unit; B.A., M.Div., D.Min., 1,600 hrs CPE, 8.5+ years TDCJ, 25+ years ministry experience, published, webmaster
35. Rev. Michael Mantooth, Chaplain, Connally Unit; B.S., M.Div. 2,000 hrs CPE, 6+ years TDCJ, 28+ years ministry experience, 24 years military, Retired Military Chaplain (Major)
36. Rev. Craig McAlister, Chaplain, Hutchins State Jail; 800 hrs CPE, 6+ yrs TDCJ, 7 yrs MHMR, 21+ years ministry experience
37. Rev. Glenn Mitchell, Chaplain, Robertson Unit; 800 hrs CPE, 9+ years TDCJ, 36+ years ministry experience
38. Rev. Llyod Morris, Chaplain, Ramsey III; B.A., M.Div. 1,600 hrs CPE, 11+ years TDCJ, 30+ years ministry experience
39. Rev. Mark Munson, Chaplain, Goree Unit; B.A., M.Div. 1,200 hrs CPE, 8+ years TDCJ, 25 years ministry experience
40. Rev. Wallace Nelson, Chaplain, Mountain View Unit; B.A., M.Div. 800 hrs CPE, 7+ years ministry experience
41. Rev. Hugh Panky, Chaplain, Montford Unit; B.A., M.Div. 1,200 hrs CPE, 6+ years TDCJ, 16+ years ministry experience
42. Rev. Ted Podson, Chaplain, Clements Unit; B.A., M.A 800 hrs CPE, 6+ years TDCJ, 26+ years ministry experience
43. Rev. Paul Polk, Chaplain, Hightower Unit; B.A., M.Div. 10+ years TDCJ, 23+ years ministry experience
44. Imam O. A. Rakeeb, Regional Islamic Chaplain; 10+ years TDCJ, 20+ years Islamic ministry experience
45. Rev. Charles Raley, Chaplain, Kegans Unit; B.A., M.Div., M.A. 800 hrs CPE, 10+ years TDCJ, 30+ years ministry experience
46. Rev. Paul Ransberger, Chaplain, Daniel Unit; 5+ months TDCJ, 25+ years ministry experience
47. Rev. Edward Riley, Chaplain, Wallace Unit; B.A., M.Div. 800 hrs CPE, 6+ years TDCJ, 27+ years ministry experience
48. Rev. Gerald Saffel, Chaplain, Ferguson Unit; B.A., M.Div. 13+ years TDCJ, 20+ years ministry experience, Cert. Police Officer
49. Dr. Timothy Simmons, Chaplain, Ramsey I Unit; B.A, M.Div., D.Min, Ph.D. 1,600 hrs CPE w/ Supervisory, 16+ years TDCJ, 23+ years min. exp.
50. Imam Akbar Shabbaz, Regional Islamic Chaplain, Wynne Unit; 25+ years TDCJ, Retired
51. Rev. Glory Siller, Chaplain, Plane State Jail; B.S.E. Education 800 hrs CPE, 6.5+ years TDCJ, 30+ years ministry experience
52. Rev. William Snidow, Chaplain, Powledge Unit; A.A., B.A. 400 hrs CPE, 1 year TDCJ, 25 years ministry experience
53. Rev. Helen Spalding, Chaplain, Lopez Unit; B.A., M.Div. 800 hrs CPE, 1 year TDCJ, 19+ years ministry, Retired Navy Chaplain
54. Rev. Duane Spikes, Chaplain, Smith Unit; B.A., M.Div., 1,600 hours CPE, 13+ years TDCJ, 31+ ministry years, experience, Published
55. Rev. John Stutz, Chaplain, TYC; B.A., M.Div. 1,600 hours CPE, 13+ years TYC
56. Imam Haywood S. Talib, Regional Islamic Chaplain 800 hours CPE, 6 years TDCJ, 20+ years in Islamic Ministry
57. Rev. Gary Thibodaux, Chaplain, Michael Unit; B.S. 800 hrs CPE, \_\_+ years TDCJ, 20+ years ministry experience
58. Rev. Jackie Thomison, Chaplain, Halbert Unit; B.S. 800 hrs CPE, 5+ years TDCJ, 19+ years ministry experience
59. Rev. Daniel Valenzuela, Chaplain, Smith Unit; Deaconate Training 6+ months TDCJ, 8+ years ministry experience

60. Rev. Joe Vitela, Chaplain, Ellis Unit 61.
61. Rev. Barney Walker, Chaplain, Michael Unit; B.S. Church Ministries 2+ years TDCJ, 31 years ministry experience
62. Rev. Alton Whittaker, Chaplain, Darrington Unit; B.S. 3+ years TDCJ, 30+ years ministry experience
63. Dr. Raymond Woodruff, Chaplain, Dominguez Unit; B.A., M.Div., D.D. 1,600 hrs CPE, 10+ years TDCJ, 38+ years ministry experience
64. Rev. Jack Yates, Chaplain, Joe Ney Unit; B.A., M.Div., M.A. 5+ years TDCJ, 10+ years ministry experience

All of them did something, several have gone onto their ample reward (R.I.P.), and several have moved on. Let me tell you straight, too, that a few moved on because of some unethical treatment by their superiors; they told me so. One of the above was a full-time Catholic Chaplain, a credentialed Catholic Deacon, and he left to do prison ministry with the diocese. He wrote a letter to the TDCJ executive director, but once he got on with the diocese to facilitate prison ministry for the diocese *within* TDCJ, he asked me not to publish it on PreciousHeart.net—the ministry came first and he did not want to burn any bridges. He lamented to me from his 30 years as an oil engineer with Exxon the inefficiency and shear resistance by some unit officials and Chaplaincy HQ’s inability to facilitate *policy*. Here is the last version of the Chaplain Professional Equity Proposal:

[www.PreciousHeart.net/chaplaincy/01-Chaplain\\_Pt\\_1\\_Proposal\\_2000.pdf](http://www.PreciousHeart.net/chaplaincy/01-Chaplain_Pt_1_Proposal_2000.pdf)



## 2. Time Machine—Maness Began to Look for Job for *Another*

- 1994 New Dir. of Chaplains Jerry Groom gets three, then five regional Chaplains added to Chaplaincy, then resigns in 1999<sup>274</sup>
- 1997 Secretaries Cut (*circa 1997*)
- 1998 *See Chapter I*—Maness looks for job for son of fiancé ...
- 1999 Began Studying and Talking about Chaplain Equity
- 2000 Maness Led Chaplain Professional Equity, pointing to *first* pay raise January (?) 1st Meeting in Huntsville; makes trips to all regions
- 2000 64 Chaplains Sign On – Go Uptown to Their Reps and Senators  
2000 *November – First Chaplaincy Audit in TDCJ History*
- 2001 March-May – HB 2460 and SB 1607 – June, Chaplains Raised  
2001 *June – Chaplaincy Audit cancelled 3 days after budget signed*  
2001 *December – Maness Requests Access to Audit Data from Open Records*  
2002 *January-May – Maness denied access repeatedly, Maness gets help from Texas Attorney General who prevails in May*  
2002 *June – Maness Granted Access to Audit while LBB Plans Budget*
- 2002 November-Dec. – LBB tools 2003-04 budget HB 1, 60 Chaplains Cut
- 2003 May – 60 TDCJ Chaplains CUT and deleted
- 2007 Maness Led Return of 25 Chaplains
- 2011 January – ALL TDCJ Chaplains Cut in HB 1
- 2011 May – After three-month fight, ALL TDCJ Chaplains Restored

From the above timeline, you can see Chaplaincy’s landmarks. Notice how the first Chaplaincy audit in TDCJ history in 2000 dovetails with what followed in 2001 and 2003. Note that the audit started in late 2000, was never finished (the data lay in a box), and it was cancelled in June 2001 *after* we won for the raise for Chaplains. Likewise important and sad, the raw data from the audit was never compiled and used—none of it—for consideration in 2001 or 2003. Here’s the rest of the story.

**1997—Secretaries Cut.** See Appendix 10.G. ... Secretaries below.

**2000—Chaplain Professional Equity – First Meeting.** In late 1999, I shared my thoughts with several. Know this: the “division director” is responsible for audits to assess *raises*, that is what the TDCJ personnel deputy division director told me when I went to Huntsville to her office and

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<sup>274</sup> See [www.PreciousHeart.net/chaplaincy/Johnson-Letter-9-22-02.pdf](http://www.PreciousHeart.net/chaplaincy/Johnson-Letter-9-22-02.pdf), for it was not how Groom’s hard work was being crunched in an unethical fashion.



I asked her. I'll never forget, me, like *Mr. Smith Goes to Washington*, it was truly as though she had never had that question before. By 2000, I wrote a 70-page proposal called "Parity for Chaplains." I contacted Emmett Solomon who helped me get a group together in Huntsville—the first meeting—and Carol Vance drove up from Houston to be there, too, *I think it was January*. As we progressed and later in the year, Vance invited me to bring a couple of Chaplains to his office as senior partner in the distinguished international law firm of Bracewell and Giuliani LLP in the Pennzoil Tower in Houston. He had lunch catered for us—treated us like kings, or rather knights on a holy mission! For us it was a high point, not just in elevation in that first-class building, but to have the likes of Vance *honor us* in our meager efforts. So, so excited—how can we fail! I don't remember when, but I changed the name to **Chaplain Professional Equity**, CPE, just to make it sound better and as a subtle reminder of Clinical Pastoral Education for the clinical Chaplains. It stuck. I invited Dr. Vance Drum and Dr. Timothy Simmons to be co-signers with me on the finished CPE proposal, and their names appear on the front.<sup>275</sup>

[www.PreciousHeart.net/chaplaincy/01-Chaplain\\_Pt\\_1\\_Proposal\\_2000.pdf](http://www.PreciousHeart.net/chaplaincy/01-Chaplain_Pt_1_Proposal_2000.pdf)

I connected with friends around Texas. I sent an email to *everyone* I knew. No one was against it, all were for it, and I suspect that maybe half actually did something. We did *not* ask our Volunteers to help us across the board, not in a very public fashion. We just worked at it ourselves with our legislators and with a select of few select friends who we looked up to: chief among them were Emmett Solomon, Suzii Paynter, Carol Vance, Keith Bellamy—thank God for them.



Old friend and Texas Baptist Committed President David Currie lived in San Angelo. As fortune would play, his office was in the same building as House Chair Rob Junell. Yes, Currie personally delivered a hard copy of the now 100-page Chaplain Professional Equity Proposal to Junell in San Angelo in 2000. We were on a roll.

**200 Letters Sent Legislators.** After securing my representative's support, the Honorable Dan Ellis, I sent over 200 color four-page letters to *all* the Texas Representatives and Senators with a copy of my specially

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<sup>275</sup> See [www.PreciousHeart.net/chaplaincy/01-Chaplain\\_Pt\\_1\\_Proposal\\_2000.pdf](http://www.PreciousHeart.net/chaplaincy/01-Chaplain_Pt_1_Proposal_2000.pdf).

created \$1,000,000 bills in about June 2000.<sup>276</sup> With travel, copying and mailing all these were my major expenses, for I used high-quality embossed cotton paper and spent the day putting labels on each envelop and—you know the drill, my good friend and soon-to-be fiancé Kathy Brackin helped. Her mother, Bessie Smith, was the one who made *all* the many quilts that I had given to several key Volunteers. Kathy was a very good woman and will always be dearly missed.

**Maness Regional Visits.** I got one senior Chaplain in each region to Volunteer to head that region and to rally support to meet with me *after hours* in their free time at all of the forth-coming mandatory regional Chaplaincy meetings—Chaplain Professional Equity rally, if you please. On vacation time, I travelled to each regional meeting, including Lubbock, whew, what a fun trip. At each meeting I shared several handouts and a CD with the 100-page CPE proposal on it. At each regional meeting, only about a third of the Chaplains present attended each CPE meeting.

**“Deer in Headlights” Look.** I passed out \$1,000,000 bills (Item 4 above) at each regional meeting and at our annual meeting. Funny, funny, at one meeting (I think the annual meeting) as I encouraged all to come to our CPE meeting in our free time and as I passed those \$1,000,000 bills during lunch, one Chaplain said, “I am *not* going to take that! It’s *illegal*. If I gave that to my Representative or Senator, the Secret Service would get us both for passing counterfeit money!”

I chuckled and smiled, “Too late. I’ve already sent one to your Representative.” Ever see that “deer in the headlight look”? Please, only a few Chaplains are like that. Most welcomed the gesture but were weary of going uptown—see the preamble and the all of the answers to Question #10 in the online Chaplaincy Audit.<sup>277</sup>

While in Lubbock, I stayed with long-time friend Chris Higgins, who was then a compliance and technology specialist and operational manager for AXA, a multi-national investment banking firm. He contacted both his representative and senator and would, as a lay leader in his church, get others to do the same. In 2011, he was still in Lubbock and progressed to

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<sup>276</sup> See **Appendix 2.E** for a copy of the color four-page letter sent to all legislators, [www.PreciousHeart.net/chaplaincy/CPE-2001.pdf](http://www.PreciousHeart.net/chaplaincy/CPE-2001.pdf), with a copy of the \$1,000,000 dollar bill, [www.PreciousHeart.net/chaplaincy/1000000.jpg](http://www.PreciousHeart.net/chaplaincy/1000000.jpg).

<sup>277</sup> See [www.PreciousHeart.net/chaplaincy/Chaplaincy\\_Audit\\_2001.pdf](http://www.PreciousHeart.net/chaplaincy/Chaplaincy_Audit_2001.pdf).

supervisory officer and director of financial planning for Massachusetts Mutual and helped us again on Save Texas Chaplaincy.



### 3. HB 2460 and SB 1607 Histories

By March 2001, my Representative Dan Ellis had written and submitted HB 2460. I visited with Ellis several times in his office in Livingston, a fine man. My Senator Todd Staples had written and submitted SB 1607. I went to Austin early in 2001 and personally gave Staples a copy of the Chaplain Professional Equity Proposal. So cool—while there I saw Laura Kenneson Jackson from my hometown of Woodville, of the distinguished Kenneson family in Tyler County. She had just interned at the White House and was employed with Staples’ campaign. Both HB 2460 and SB 1607 required the state’s classification officer to review my “Chaplain Professional Equity-Parity Proposal” and reevaluate the position classification.

[www.PreciousHeart.net/chaplaincy/01-Chaplain\\_Pt\\_1\\_Proposal\\_2000.pdf](http://www.PreciousHeart.net/chaplaincy/01-Chaplain_Pt_1_Proposal_2000.pdf)

Ellis and I really shared a laugh when I pointed out the disparity in pay between our Director of Chaplains versus the Director of Bingo Operations (for the Lottery), the latter title *removed* from the classification system after late 2000; still, because we were still in the 1999-2000 fiscal year, we got a lot of rhetorical mileage out of that “Dir. of Bingo” in early 2000.<sup>278</sup>



**Same Time—Audit Boxed.** Pay attention and notice what was going on at the *same time* we Chaplains were networking in 2000 and early 2001. In November 2000, TDCJ Programs Director Carl Jeffries rushed the Chaplaincy audit just *three days* before Thanksgiving *and* at the beginning

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<sup>278</sup> See [www.LBB.state.tx.us/Documents/GAA/General\\_Appropriations\\_Act\\_1998-99.pdf](http://www.LBB.state.tx.us/Documents/GAA/General_Appropriations_Act_1998-99.pdf) where positions L29 to L74 were official lottery positions and their paygrades, Director of Bingo Operations was L43 on page IX-25 or PDF page 814. Or see the 93-page Key Points Report page 33 See [www.SAO.state.tx.us/reports/main/98-706.pdf](http://www.SAO.state.tx.us/reports/main/98-706.pdf) for the same. The Lottery Commission is second in Article VII. Several of us hammered that. As a sideline, and we looked a “Chaplaincy commission” too, but that was not to be. The SOA changed the schedule for 2000-01 removing all positions from the classification, [www.SAO.state.tx.us/reports/main/01-702.pdf](http://www.SAO.state.tx.us/reports/main/01-702.pdf), so they likely use generic “director” now.

[www.LBB.state.tx.us/Documents/GAA/General\\_Appropriations\\_Act\\_2010-11.pdf](http://www.LBB.state.tx.us/Documents/GAA/General_Appropriations_Act_2010-11.pdf).

See [www.PreciousHeart.net/chaplaincy/01-Chaplain\\_Pt\\_1\\_Proposal\\_2000.pdf](http://www.PreciousHeart.net/chaplaincy/01-Chaplain_Pt_1_Proposal_2000.pdf).

Funny, though we know that Lottery demands skills for the billions it handles, and truly no one is making light of those skills. Chaplaincy is no *less* important—that’s the issue.

of Ramadan, and unbeknownst us Chaplains then—you know *now* from this book—that was the same time the LBB was nearly *finished* developing the Texas budget that it would present to the legislature in January 2001 as the formidable HB 1. Still, that Chaplaincy audit was *not* finished, and—a story I share below—the audit was *never* finished and remained in a box, officially canceled by Jefferies in June 2001 just *three days after* the Senate signed the budget, without any work done on any portion when I finally got access and looked into that box in June 2002.

The short story of Chaplain Professional Equity includes a lot of hard work to get to Austin in 2001; it was not easy then and includes a lot of private communications over two years. It was *not* easy! We did not ask for Volunteer help on that on a broad scale, except with a few stellar folks and friends like Emmett Solomon, Carol Vance, Suzii Paynter, Keith Bellamy. All the while the Chaplaincy audit data sat in a box from December 2000 to June 2001—untouched—and then *still* unused in 2001 and *still* unused one year later as the LBB worked up HB 1 in 2002 and unavailable to our good legislators in 2003, the year in which 33% and 60 Chaplains were cut. When this came to light, it hurt.




#### 4. HB 2460 and SB 1607 – Testifying

Now then, with all that is in this book, going back in time to 2000, some things are clearer. The first classification audit of Chaplains in TDCJ history was not used at all *as we lobbied* in Austin in 2001.

**HB 2460.** House Appropriations Chair Rob Junell praised my CPE Proposal *in committee*. Emmett Solomon, Suzii Paynter and I testified before that powerful committee in Austin, resulting in our first pay group raise in 40 years in 2001:

[www.PreciousHeart.net/chaplaincy/01-Chaplain\\_Pt\\_1\\_Proposal\\_2000.pdf](http://www.PreciousHeart.net/chaplaincy/01-Chaplain_Pt_1_Proposal_2000.pdf)

No one from TDCJ’s Programs Division was in that chamber that day that I saw, but they were in Austin. I want to thank my then Rep. Dan Ellis, Emmett Solomon and BGCT Suzii Paynter— God bless them. There was a lot of buzz generated, not like 2011, but a lot of people helped. Paynter, Solomon and I testified before the mighty House Appropriations Committee on Ellis’ HB 2460, the significant portion saying:

Currently, the Texas Department of Criminal Justice, Texas Youth Commission, and Texas Department of Mental Health and Mental Retardation employ Chaplains for the purposes of religious and moral counsel for individuals in the penal or mental health system. The minimum salary for state Chaplains ranges from approximately \$25,000 to \$35,000 annually. It is widely believed that state Chaplains do not receive adequate compensation compared to Chaplains in the public sector. House Bill 2460 requires a review and reevaluation of the classification of state Chaplains' salaries....

House Bill 2460 requires the state's classification officer to review the Texas State Chaplain Professional Equity-Parity Proposal and reevaluate the position classification of Chaplains employed by this state.<sup>279</sup>

**SB 1607** was filed on March 9, 2001, by my Senator Todd Staples, and was more succinct:

SECTION 2. Not later than January 1, 2002, the state's classification officer shall review the Texas State Chaplain Professional Equity-Parity Proposal and reevaluate the position classification of Chaplains employed by this state.<sup>280</sup>

SB 1607 was written *after* TDCJ contract Chaplain for Jewish Affairs Rabbi David Goldstein testified on February 21 before the Senate Finance Committee with his "A Body without a Soul is Dead Meat" testimony at one of its several public hearings (in Chapter X.A, Update #22).<sup>281</sup> I got no word on when this bill came up for review in the Senate, but we were certainly on a roll.

**SAO Ordered to See Chaplains.** As the House Appropriations Committee was considering HB 2460 in its public session and while I was sitting there testifying before Chair Rep. Rob Junell and that auspicious committee—*surprise!*—Junell turned to the State Auditor's Office official

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<sup>279</sup> See [www.PreciousHeart.net/Equity/HB2460.pdf](http://www.PreciousHeart.net/Equity/HB2460.pdf).

See [www.PreciousHeart.net/chaplaincy/01-Chaplain\\_Pt\\_1\\_Proposal\\_2000.pdf](http://www.PreciousHeart.net/chaplaincy/01-Chaplain_Pt_1_Proposal_2000.pdf) for that proposal that includes [www.PreciousHeart.net/chaplaincy/Chap\\_Market.htm](http://www.PreciousHeart.net/chaplaincy/Chap_Market.htm) on the market.

See [www.Legis.state.tx.us/billlookup/History.aspx?LegSess=77RandBill=HB2460](http://www.Legis.state.tx.us/billlookup/History.aspx?LegSess=77RandBill=HB2460).

<sup>280</sup> See [www.PreciousHeart.net/Equity/SB1607.pdf](http://www.PreciousHeart.net/Equity/SB1607.pdf).

See [www.PreciousHeart.net/chaplaincy/01-Chaplain\\_Pt\\_1\\_Proposal\\_2000.pdf](http://www.PreciousHeart.net/chaplaincy/01-Chaplain_Pt_1_Proposal_2000.pdf) for that proposal that includes [www.PreciousHeart.net/chaplaincy/Chap\\_Market.htm](http://www.PreciousHeart.net/chaplaincy/Chap_Market.htm) on the market.

See [www.Legis.state.tx.us/billlookup/Text.aspx?LegSess=77RandBill=SB1607](http://www.Legis.state.tx.us/billlookup/Text.aspx?LegSess=77RandBill=SB1607).

<sup>281</sup> See [www.ChabadOutreach.org](http://www.ChabadOutreach.org), for Chabad Outreach Jewish Inmate Services.

Juliette Torres and said something like this, “The Chaplains have come a long way. **Do we have to pass a law for you to look at this** [the 100-page proposal I had written]? Can you meet with them *today*?” Torres’ answer was, of course, “Yes.” What an exciting time. We would meet at her office at 10 a.m., and off we went, but when we got there we had to wait until 10:30 and ask about—like “ringing the doorbell” to let someone know we were there. Solomon, Timothy Simmons, Paynter, Lloyd Morris, one other (*I think?*) and I met with three SAO officials, including Torres. Our meeting was mostly of SAO condescension, and Torres had no answer for why they used such a small selection of Chaplains to determine their market base.<sup>282</sup> Torres, et al, really, *really* did *not* like meeting with us. They made no attempt to hide their resentment, anger even, at having to meet with us. And we were not only citizens, we were fellow Texas employees!



## 5. SAO Orders Maness to Remove Market Comparison

Moreover, Torres, et all, did not like getting caught doing sub-par work on their own market base. What is clear is this, House Chair Junell was right, they and the Senate did *not* have to pass a law—an *act of congress*—to get the SAO to look our Chaplain Professional Equity Proposal. The SAO reclassified us based upon it and the *corrected* market data that Junell and others now knew.

The SOA really did not like that and much later even threatened me, in a way, demanding that I remove my comparison between their lead Wyatt-Watson source to the then Solucient’s more powerful and thorough study. SOA Assistant General Counsel Martha McCabe sent me a nasty-gram *ordering me* to remove my research and correction of the SAO’s faulty market—*ordering me*!<sup>283</sup> That scared me at first, and I *did* remove it for a

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<sup>282</sup> See [www.PreciousHeart.net/chaplaincy/Chap\\_Market.htm](http://www.PreciousHeart.net/chaplaincy/Chap_Market.htm).

<sup>283</sup> See [www.PreciousHeart.net/Equity/McCabe-Removal-2003.pdf](http://www.PreciousHeart.net/Equity/McCabe-Removal-2003.pdf) for the email from Martha McCabe, Assistant General Counsel, Texas State Auditor’s Office *ordering me* to remove the research on my comparison between their data from Watson-Wyatt comparing it with Solucient: “If the copyright-protected material is still available by 2 p.m. Central Standard Time tomorrow, Wednesday, January 8th, 2003, on the preciousHeart.net or anything appearing to be a related site, we will notify Watson Wyatt that we have detected an unauthorized use of its data, so that the copyright holder can protect its interests.”

Really now, at the *beginning* of the 2003 legislative session, the State Auditor’s Office did *not* want my comparison on the web site *while* 33% or 60 Chaplains were deleted!

[Footnote continued on next page – please enjoy ...]

few weeks, until I realized how utterly idiotic that *order* was and against the law in intimidating a fellow citizen. I read again the U.S. Copyright law and put it back. Goodness, see it for yourself:

[www.PreciousHeart.net/Equity/Watson-Solucient-2002.pdf](http://www.PreciousHeart.net/Equity/Watson-Solucient-2002.pdf)

*compare with* [www.PreciousHeart.net/chaplaincy/Chap\\_Market.htm](http://www.PreciousHeart.net/chaplaincy/Chap_Market.htm).



Irony upon irony, the threat was for me to remove it by **January 3, 2003**, or they would *report me* to the publisher—classic *cheap* intimidation!<sup>284</sup>



## 6. Five Hard Data Sources *Hidden* in 2003 Cut of 60 Chaplains

The SAO intimidation was *not* the worst.

Did you see the SOA suspense date in their “orders” for me to hide their sloppy work—**January 3, 2003**? That was at the very beginning of the 2003 legislative session, which was the year the Programs Division cut 60 Chaplains. So, look at the record:

1. First Chaplaincy audit in TDCJ history was never finished,
2. I had to get the AG’s office to get access in June 2002 *while* the LBB was looking at the Programs Division’s cut of 60 Chaplains, and
3. I was getting a letter from the SAO’s legal counsel *ordering* me delete a market comparison on Chaplaincy. Hmmm.

Of course, in January 2003, I did *not* know that 60 Chaplains were being killed, but the SOA knew. Did the Programs Division know about the market survey? Sure they did. I sent them a letter too—*I sure did*. They were in Austin in 2001 and certainly knew in 2003. Maybe, the SOA did not want a legislator to see what was *really* going on in the Chaplaincy market. Strange world.

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See [www.PreciousHeart.net/Equity/Watson-Solucient-2002.pdf](http://www.PreciousHeart.net/Equity/Watson-Solucient-2002.pdf).

<sup>284</sup> Copyright law allows research quotes depending on the length of the quote in comparison to the size of the book. See [www.PreciousHeart.net/Equity/Watson-Solucient-2002.pdf](http://www.PreciousHeart.net/Equity/Watson-Solucient-2002.pdf) and see if the two volumes of the *Wyatt Data Services, ECS Hospital and Health Care Professional, Nursing and Allied Services Personnel Compensation Report* (Volume 1 and 2, 1999/2000, Rochelle Park, NJ: Wyatt Data Services, 1999), maybe 1,500 pages and the small portion quoted *does not* serve as legitimately quoted material. SOA cheap trick.







Only when I was putting together this book and revisiting all of this after 15 years did three other questions surface. In 2002 when the Programs Division sent the cut of 33% and 60 Chaplains to the LBB, and during the 2003 legislative session—when the SOA sent me their *threat*—here are three questions for the ages:

1. Did the Programs Division and the SOA work *together* on the cut of the 60 Chaplains?
2. Did they work together to intimidate me, a Texas citizen employee, in getting McCabe to try get the correct market data off the grid?
3. Did they work together to *hide* the data from the LBB *and* hide the data from the 2003 legislators?

These are very serious questions, so, reader, look at the McCabe letter. In the light of all, it is extremely difficult to see otherwise. What we do know for certain is that in 2003 five *huge* data sources were available and hidden from the esteemed Texas congress.

**Five Huge Hard Data Sources Hidden in 2003**—Regardless, in 2003, five huge hard sources of Chaplaincy worth and contribution were being hidden from the legislators, or, if not hidden, then conscious deliberate indifference played a role for the ages in 2003 in the cut of 33% and 60 Chaplains (and again in 2011 when they totally cut Chaplaincy):

1. **ALL Data used** in the *previous* legislative in the 2001 CPE Proposal, [www.PreciousHeart.net/chaplaincy/01-Chaplain\\_Pt\\_1\\_Proposal\\_2000.pdf](http://www.PreciousHeart.net/chaplaincy/01-Chaplain_Pt_1_Proposal_2000.pdf) 
2. **CPE Letter and Fact Sheet** that I mailed to all the legislators, [www.PreciousHeart.net/chaplaincy/CPE-2001.pdf](http://www.PreciousHeart.net/chaplaincy/CPE-2001.pdf)
3. **First Chaplaincy Audit in TDCJ History** published by me, [www.PreciousHeart.net/chaplaincy/Chaplaincy\\_Audit\\_2001.pdf](http://www.PreciousHeart.net/chaplaincy/Chaplaincy_Audit_2001.pdf) 
4. **True Watson-Solucient Market Comparison** on which the SOA threatened to report *me* for doing their work, [www.PreciousHeart.net/Equity/Watson-Solucient-2002.pdf](http://www.PreciousHeart.net/Equity/Watson-Solucient-2002.pdf) 
5. **Basic Chaplaincy Market** data I posted in 2000, used in CPE data: [www.PreciousHeart.net/chaplaincy/Chap\\_Market.htm](http://www.PreciousHeart.net/chaplaincy/Chap_Market.htm) 

*Not* as good day for transparent government. The CPE or Chaplain Professional Equity Proposal stood the test of time and remains a hefty work today. When you combine the CPE Proposal with the Watson-Solucient



Market Comparison, you have data mounting to the ceiling and out the chimney that no one disputed in 2001 or cared even to make a single contrary remark (other than the McCabe orders). Yet, look close at the Watson-Solucient material that took maybe 40 hours to refine and put together *all by itself*. That was a lot of work that the well-funded SOA *should* have done, but instead was trying hard to hide, ah, *excuse me*, did hide in 2003 and attempted to intimidate the author to boot. Many more legitimate questions could be asked here, too, but—*reader*—help Chaplains.



## **7. Chaplaincy Director Denies Work vs. Actual Funding**

To add insult to injury—in a grand display of ignorance—after we got our raise and at a mandatory regional meeting late in 2001 (November maybe?), the still green Director of Chaplains Don Kasper reflected that, doubtless, the raise was because of the 2000 Chaplaincy audit. Kasper was in the loop of the early CPE emails, recognizing our rights, but chiding me for a few home emails. Why he chose to cover up our work was silly to those of us who had *actually worked*. Other things were clear that day, too, and he would retire soon.

**Chaplaincy Audit, What?** Because of the Chaplaincy Audit?—really? Kasper had done nothing, and his allegation was part of the reason, in December 2001, that I initiated an Open Records request to see the audit myself. Let me see what he *claimed* and see for myself, and thus a drama of another sort came.

**Actual Funding Inside Story.** The insider story is that employee classification is handled by the Texas State Auditor’s Office, and, as Ellis would later relate, funds came from another source.<sup>285</sup> Ellis had found a way to cut several million in TDCJ with video conferencing, and Junell essentially asked Ellis what he would like to do with the money saved. Ellis relayed back to Junell, “Well, you know I have been fighting for the Chaplains’ and officers’ salaries.” That is where the funds actually came

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<sup>285</sup> See [www.PreciousHeart.net/chaplaincy/Chaplains\\_Get\\_Boost.htm](http://www.PreciousHeart.net/chaplaincy/Chaplains_Get_Boost.htm), was copied the news article, “Chaplains Get Small Boost,” 2:2 *Restorative Justice News* (August, 2001).

See [www.PreciousHeart.net/chaplaincy/Certificate\\_Junell-01.jpg](http://www.PreciousHeart.net/chaplaincy/Certificate_Junell-01.jpg): Junell was designated Honorary Texas Chaplain by about 30 of us Chaplains for his leadership.

from to give *all* the state Chaplains their first pay-group raise in 40-plus years.

It was a lot of work, and HB 2460 and SB 1607 were important, as was Junell's support, still, in the last analysis—as it often is—some things are worked out by virtue of the authority of good legislators just *doing* what is right. The two bills did *not* have to be passed, and Junell was right, they did *not* have to pass a law to get the SAO to look at Chaplain Professional Equity. The money was found and our good legislators Junell, Ellis, Staples and others just made it happen. The SAO *reclassified* the Chaplain I, II and III positions all up one pay-group, something the SAO does *every* year for several positions among the roughly 1,000 positions in Texas.



#### **B. 2003—60 Chaplains Gone without Review ... Punitive?**

**Recap 2003.** In November 2000, TDCJ Programs Director Carl Jeffries rushed the Chaplaincy audit, then he let it sit with no work until he cancelled it in June 2001, and I could not get access until June 2002—what was going on there? We will never know all. However, something *else* was going on in late 2002 of another order that the Programs Division knew about and was in on from the start.

In 2001, both Director Jeffries and Deputy Director Debbie Roberts *knew* of the 100-page CPE proposal and the 200 letters I had sent to all of the legislators with the color four-page Chaplain Professional Equity Proposal summary and fact sheet. I had sent them and Executive Director Gary Johnson a copy too. When I saw Jeffries in Austin in 2001, I asked him face to face, and he acknowledged our CPE proposal without any pleasantries: no, he did not like it at all, and he did not want to talk about it.

After we won our raise in mid-2001 and at a regional meeting in December, Director of Chaplains Don Kasper told us the raise was because of the audit. So I requested to see the audit and was denied; after a lengthy fight and critical help from the Texas Attorney General's office (see Appendix 9), I was finally granted permission in May 2002.

May and June 2002 were pretty eventful. After I sent a letter to TDCJ attorney James Hall on May 17, requesting to *see* the 2,900 pages instead of paying for copies, I set up to visit on June 18-21. Jeffries resigned from RPD on May 31, 2002—which I did not know at the time—and Roberts

became director of the division.<sup>286</sup> Not a big deal to anyone, except this. If not already, then soon, the RPD would recommend to the TDCJ and the LBB to cut Chaplaincy 33% and send 60 Chaplains packing as the LBB prepared the budget in 2002 in preparation for submitting HB 1 in January of 2003 for the 78th Texas Legislature.

When a deputy becomes director in a division like this in TDCJ, well, they worked together splendidly and worked *together* to cut Chaplaincy. Why?—lots of mysteries. Unbeknownst me then, and of little consequence in Texas and world affairs, a sad set of ironies unfolds in June of 2002 and continues throughout the year and through 2003 when—until it was too late—60 fine TDCJ Chaplains were sent packing. That is, both Jeffries and Roberts worked *together* to unlawfully prevent access to the Chaplaincy audit information and worked together in what would translate into Roberts cutting 60 Chaplains in 2003. While bad enough as it appears, there is more to that story. Let us take a closer look.

Roberts retired from TDCJ on January 1, 2004, and became superintendent of the Windham ISD, one of the few times in Texas history that one would rise to such a position without a resume in education.<sup>287</sup> Not a few Windham teachers wondered about that.

The sad irony of this cut of 60 Chaplains is that it was done *without* a good reason and *without* any data—cut *without* a look at the balance sheets of service, much less any kind of comparison. And Chaplains were cut *while* I was doing both Jeffries' and Roberts' jobs for them, too! Using my own vacation time—really now!

During June 2002 *while I was retrieving* the Chaplaincy audit data in Huntsville—alone in an office with my laptop on vacation time—and then during the latter months of 2002 as I was putting the raw data into a readable form with a bit of analysis—what was happening? I did not know then, but the Programs Division Director Roberts certainly did. In late 2002, the Programs Division had recommended that TDCJ cut Chaplaincy 33%. That is, the LBB was working on the 2003-04 budget that, yes, the *Programs Division was cutting 33% of Chaplains!* Grab this—*please grab this*—while I was working on the audit data that Jefferies canceled that, no one

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<sup>286</sup> See [www.PreciousHeart.net/Saved/Jeffries-Roberts-RPD.pdf](http://www.PreciousHeart.net/Saved/Jeffries-Roberts-RPD.pdf) for the dates of service as directors and deputy director the Programs Division of Jeffries and Roberts.

<sup>287</sup> Ibid.

had touched it in an entire year. In other words, all that data was *not used* in the decision to cut 33% of the Chaplains during the late 2002 while the LBB was working!

Look closely—because this was a lot of work—while on vacation time, I was in Huntsville in June 2002 for an entire week entering data from the Chaplaincy audit forms into my laptop *while* the LBB was just beginning to work. While I was at home compiling, organizing and laboriously putting all that audit information into a readable form—sometime from July through November 2002—the LBB was working on their part of the budget that would be introduced as HB 1 in January 2003 *with the 33% cut, cutting 60 Chaplains*, with zero data from Carl Jeffries on the Chaplains' good work.

[www.PreciousHeart.net/chaplaincy/Chaplaincy\\_Audit\\_2001.pdf](http://www.PreciousHeart.net/chaplaincy/Chaplaincy_Audit_2001.pdf)

Said in still another way, I was doing the Programs Division directors' work—for *both* him and her—while I was on vacation and then at home during the latter part of 2002, taking the unfinished Chaplaincy data and finishing it. In 2003, and because no one revealed the secret, our good legislators looked at the 33% cut, cutting of 60 Chaplains *without* any data at all:

1. Not from the *only audit of Chaplains* in TDCJ history,
2. Not the SAO market or Maness *corrected* market that the SAO wanted me to erase, and
3. Not even the 100-page CPE proposal that the previous legislature that had granted us a raise.

Did the Programs Division directors punish us for our exercising of our rights in lobbying in 2001 by *cutting* 60 Chaplains from the most cost-effective department? Of course, no one will admit to *that*. But look at the larger picture. TDCJ was asked to cut 10%, and the division chose to *save* other programs and cut Chaplaincy 33%—but where is the balance sheet? Yes, it is risky to go uptown, very risky.

In other words, the Chaplains' work was hidden in 2001 and hidden again in 2003! Only, in 2001 we ourselves—64 chaplains and a few friends—were giving the data, and we were in the dark in 2003 until it was too late to do anything. That is how quickly we can lose all. And it can and will likely happen again if nothing changes.

**Punitive—No Doubt.** It is *impossible* to see that 33% cut as responsible and *not punitive* to our 2001 efforts, and that is *not* just me. When you look at the 2000 Chaplaincy Audit below, and at the names of the

120 Chaplains, look, please *look* at the 39 Chaplain I's and know that *most* of those were among the 60 Chaplains *cut*. That is how *quickly* we can lose 33% in 2003 *and* 100% in 2011, and lose all *without* true consideration of the market, without a wink of consideration of the cost savings, without consideration of the *cost* of care for Volunteers and *cost* to the local units, without even *finishing* an audit and without any written plan of continuity—that is, lose *all* without any *thought* on anything.

That is—120 TDCJ Chaplains help, facilitate, care and shine the shoes of about 20,000 Volunteers for ... look close:

### **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 above<sup>288</sup>

and similarly astounding works *every* year for the past 100 years—and *no thought at all is given to the Chaplains in 2011*—the all the Chaplains are cut, assassinated—slated for the junk yard. And to date the *real* reason remains a state secret.

No sir, no ma'am—staff prison Chaplaincy has *not* been treated fairly.

Yes, the cut of 60 Chaplains in 2003 was irresponsibly punitive to our 2001 efforts and to our exercise of our civil rights in pursuit of Chaplain Professional Equity. There is a better way. I would not quit.



### **C. 2007—Maness at It Again—25 Chaplains Returned**

At the end of 2006 and entering the legislative session of 2007, I did it again. I went to see my friend and Rep. Jim McReynolds and took with me my friend and the Tyler County Chamber of Commerce President Audrey Pelly for a proposal to *add* 50 more Chaplains (you know, to replace those

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<sup>288</sup> Item 5, p.72, [www.PreciousHeart.net/chaplaincy/RPD-Dunbar-08-2012.pdf](http://www.PreciousHeart.net/chaplaincy/RPD-Dunbar-08-2012.pdf).

cut in 2003) and make 50 of the senior most Chaplain IIs into Chaplain IIIs. It was ambitious, and though a few called, I went to Austin by myself on this one. In the end, it secured the addition of 25 Chaplains not budgeted—a nice addition.<sup>289</sup>

I really wanted more Chaplains and raises for the senior Chaplain IIs, but it was a good fight. Sadly, five of those positions were re-allocated to become Parole Division Chaplains, which, in my mind, was harder to justify, given that those on parole are actually in the free world with free access to *any* pastor. The *need* was in prison, as I have labored ad infinitum in this book. In prison, the incarcerated have no ready access to free-world pastors and religious leaders. But the chiefs did not consult me, and one top executive even belittled my effort, as though I just did not know, implying that I had little to do with getting the 25 positions. I very much wanted to include his name and rank here, very much, but the letter from Jim McReynolds explained it plainly, was part of several documents that very executive *could* have read; McReynolds' work hard in 2007, showing me a couple of documents in Austin as he progressed. In fact, without McReynolds' help and leadership, period, the 25 would *not* have been added—none in 2007, none at all. I thanked him, and he wrote a letter for me, a great letter.<sup>290</sup>



#### **D. Rest of the Story—Never Forget**

Now, we know the “Rest of the Story,” as the inimitable Paul Harvey used to say. Chaplaincy has not been treated fairly or wisely.

I loved my 20 years with TDCJ, have studied Chaplaincy like few, led Chaplain Professional Equity in 2001 with 64 fine Chaplains—that study and more so heartwarming—was one leader in 2011 that helped saved Chaplaincy, and I have written and shared the writings of others on prison Chaplaincy like no other before me. In all of it, the crescendo of sorrow is the historical fact that the entire service and all its Chaplains was cut in January 2011 without a *single* good reason and cut in the *face of* and *in full knowledge* of a cruise ship load of data *supporting* Chaplaincy's good work

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<sup>289</sup> See [www.PreciousHeart.net/images/Letter\\_McReynolds.jpg](http://www.PreciousHeart.net/images/Letter_McReynolds.jpg) for the gracious letter he sent me regarding his help in 2001 and 2007, also praising my leadership in those.

<sup>290</sup> *Ibid.*, thank God for friends, and friends who are good legislators.

that actually pays for itself in many concrete ways. Not to mention the immeasurably valuable treasures mentioned above.

Therefore, you *must* see that when *all of us Chaplains were cut* in 2011, oh, that was not an isolated affair, not detached from history, but a continuation of the status quo of *denying* the value of Chaplaincy, in many respects *running* from the value of Chaplaincy, hiding its brilliant light of *care* and *savings* under a secret cloak of bureaucratic secret *something*, so secret we have yet to truly discern the *real* reason. We must not forget what happened and how it happened.

**Never forget—in 2011 ALL of Chaplaincy was killed** for no good reason, just as in 2003 60 Chaplains were cut for no good or fair reason, and cut in spite of numerous balance sheets of profit to the great TDCJ in every mission-critical function with the bottom line remaining in an astounding complete cost recovery of 5x to 10x its cost. To say nothing of the immeasurable value behind every one of its more than 10,000,000 beans on record, each hour and attendance digit a precious treasure. In that dark and ominous light, there is no reason to doubt—Emmett Solomon’s wise words and the COMISS Report go unheeded to the staff Chaplain’s peril—that assassination attempt will happen again . . . and again. Sad to the uttermost, but the Chaplains *have* to look out for themselves *and* look out for their own service to their dear Volunteers.

They could lose it anytime, without any reason . . . that was 2011.

Some of the responsibility for the survival of state prison Chaplaincy resides in the vigilance of the Chaplains themselves, sadly, among those most inclined to trust, least desirous to defend themselves, and—again . . . and *again*—the very ones caring *the most* for the Volunteers, the prisoners and their families. As extraordinary as the data is, it is only beans, representing only a small fraction of the immeasurable values.

Never forget that *all* could be cut again. And will likely be cut, if nothing is changed, at some time in the future.

**Never forget—**

**those who forget history ... are bound to see it repeated.**

Never forget. I *pray* this book will help the Prison Chaplaincy survive and aid in excellence regarding its solemn task in that noblest enterprise of Care for the Soul as it facilitates the greatest source for change in human history—religion.



**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 above<sup>1</sup>

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?*



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<sup>1</sup> Item 5, p.72, [www.PreciousHeart.net/chaplaincy/RPD-Dunbar-08-2012.pdf](http://www.PreciousHeart.net/chaplaincy/RPD-Dunbar-08-2012.pdf).

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