

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

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
2,505,064 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
354 Day With Dads/Moms Children
78 Family Events Held
2,953 Family Event Offenders
5,528 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

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/isreligion.

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