



January 2017

CHAPLAINCY SERVICES BULLETIN

CENTRAL OFFICE CHAPLAINCY SERVICES

Heidi Kugler

Chaplaincy Administrator

Kevin Kelley

Assistant Chaplaincy Administrator

Terry J. Saulsberry

Chaplaincy Program Manager

Anders P. Pedersen

Chaplaincy Program Manager

Kyu Lee

Chaplaincy Faith-Based Coordinator

Lynn McLaughlin

*Chaplaincy Services Coordinator
Mid-Atlantic & Northeast Regions*

Michael Castle

*Chaplaincy Services Coordinator
North Central & Western Regions*

Mary Tyes-Williams

*Chaplaincy Services Coordinator
Southeast & South Central Regions*

Donna Alyea

Administrative Officer

Joshua Gribbin

Chaplaincy Intern

MISSION STATEMENT

The mission of the Chaplaincy Services Department is to accommodate the free exercise of religion by providing pastoral care to all Federal inmates and facilitating opportunities to pursue individual religious beliefs and practices in accordance with the law, Federal regulations and Bureau of Prisons policy. The chaplain shall provide religious worship, education, counseling, spiritual direction, support and crisis intervention to accommodate the diverse religious needs of inmates. When appropriate, pastoral care and subject matter expertise may be extended to staff.

UPCOMING RELIGIOUS OBSERVANCES

January 7: Orthodox Christian *Christmas*

January 8: Moorish Science *Noble Drew Ali's Birthday*

January 8: Jewish/ Messianic *Fast of Tevet*

January 15: Moorish Science *Moorish New Year*

January 29: Santeria *Oggun: St. Peter*

February 1: Wicca *Imbolc*

February 2: Santeria *Oya: St. Teresa*

February 15: Buddhism *Parinirvana*

February 26: Nation of Islam *Saviour's Day*

Every year we have the gift and opportunity to reflect, renew, and commit again to our hopes, dreams, and goals. The mark of a new year is a sacred invitation to move from the past in forgiveness and covenant ourselves to meeting our potential as individuals and communities. This bulletin edition celebrates our collective dedicated public service in 2016 and looks ahead to our shared goals in 2017. May we rededicate ourselves to working together to best meet agency needs. May this covenant prayer ground our efforts.

Creative God, you make all things new. We come to you in a new year with new desires and old fears, new decisions and old weaknesses. Because you are a God of hope, we know you create all the possibilities of the future. Because you are a God of love, we know that you accept all of the mistakes of the past. Because you are the God of our faith, we enter your gates with thanksgiving and praise to serve and bless you. Amen.

We celebrate Chaplaincy Services Branch accomplishments of 2016.

- Introduction of this *Chaplaincy Services Branch Bulletin* to increase communication and transparency.
- Reducing chaplaincy vacancies from 79 to 37 from May to September 2016.
- A dedicated Chaplaincy Services Coordinator established to service each region's chaplaincy departments.
- Strengthening reentry partnerships with the Office of Justice Programs in the Department of Justice.
- *Alternatives to Violence*, *Embracing Interfaith Cooperation*, and *Kollel M'aharam M'Rotenberg* were added to the Model Programs Catalog. *Embracing Interfaith Cooperation* is being introduced at FAI, LEX, PHX, YAX, VIX.
- Completion of religious services contractor audit and recommendations in support of OIG compliance.
- Wellness initiatives including a Suicide Prevention CENTRA Training with Psychology Services.
- Chaplaincy Coaching and Emotional Intelligence training to the Central Office Chaplains and newest chaplains.
- Branch policy drafts to *Life Connections Program and Threshold*; PS 5360.09 *Religious Beliefs and Practices*; and PS 3939.07 *Chaplains' Employment, Responsibilities, and Endorsements*.
- Listening Sessions with our underrepresented Chaplaincy Groups to strengthen recruiting, hiring, and training.
- A National Islamic Chaplains Meeting yielded a TDY visitation plan, researching Halal vendors, Islamic candidate vetting process, recruiting participation, Koranic literacy programming, and countering violent extremism steps.

We commit ourselves to Chaplaincy Services Branch's goals of 2017.

GOAL 1: Fill chaplaincy vacancies to address staffing needs

Track and report quarterly on chaplaincy vacancies to RSD and the Regional Offices. Work with Human Resources to update position descriptions and crediting plans. Strengthen under-represented chaplaincy representation through the use of selective factors. Target recruiting trips and efforts more strategically.

GOAL 2: Build morale; strengthen pastoral identity; enhance chaplaincy professionalism

Incorporate new training modalities that will include Chaplaincy Coaching Certifications, Continuing Education Units, and Clinical Pastoral Education opportunities. Skill building training sessions on building trust, emotional intelligence, conflict management, effective communication, and self-care practices/wellness.

GOAL 3: Move branch policies and procedures forward

Build upon the new volunteer policy to operationalize Life Connections and Threshold Programs. Provide policy guidance for mentoring in support of the 2nd Chance Act. Strengthen OIG compliance and vetting of religious services providers. Update religious accommodations to include the religious diet program. Overhaul hiring through chaplaincy specializations, internships, trainee, and faith specific selective factors. Raise professional credibility and standards of chaplaincy by incorporating best practices of other federal chaplaincy models and the Office of Personnel Management.

GOAL 4: Build wider community religious engagement

Connections with the Community Relations Services, Faith-Based and Neighborhood Partnerships, Civil Rights and Civil Liberties Office of DOJ, Chaplaincy Endorsers, National Conference on Military with the Armed Forces, DOD Chaplaincy, Community Stakeholders, Faith Specific Meetings with our Chaplaincy Groups, and our Subject Matter Resource Persons

GOAL 5: Advance reentry initiatives to best meet agency needs

Furthering Evidence Based Practices; Life Connections Program and Threshold Expansion; Mentoring Enhancements; Model Inmate Programs Catalog Submissions; Spiritual Innovations in Restrictive Housing, Step Down Units, Female Units, and Residential Reentry Centers; as well as Connecting our Chaplaincy Endorsers with reentry ministry needs.

Chaplaincy Reflection: Little did I know walking through USP Atlanta 22 years ago would begin for me a journey that now comes to an end. This was a ministry that God led me into and, therefore, I could not refuse. All these years later and I can say it has been... interesting. In this ministry, I discovered I could be myself and not someone a congregation expected me to be. Prison ministry gave me a personal freedom that I would not have otherwise enjoyed.

I will remember each of the five institutions where I served. I will remember their distinct physical dimensions, quirks, different regional locations, and certainly the unique "clientele" contained within. I will remember the quiet and cautious days. I will remember the open doors for many chapel programs and visiting inmates on the ranges during lock-downs. I will remember the diverse faith groups we ministered to and the many volunteers to which we were blessed.

Above all else, I recall the chaplain corps, my colleagues and co-laborers in this unique harvest field. I remember our challenges, triumphs, countless policies, prayers, and how we kept the faith to simply get the job done. I wish you peace and grace and mercy for your continued ministry. —**Chaplain Brian Broome, Retired**

Words of Encouragement: Have you ever deleted a message without reading it? Have you ever not read a GroupWise message? I am guilty of it, so here are some simple and encouraging words...

- * **Be faithful** to your principles, passion, and vision.
- * **Be consistent** as a person of integrity.
- * **Remember** where you started and who you answer to.
- * **Be humble** as it is not about you anyhow.
- * **Honor your** calling from God.
- * **Labor** not for worldly rewards.
- * **Enjoy** what you do.
- * **Nobody** else can fulfill the role you were hired to do.
- * **Minister** well to honor our calling and profession.

Remember that you are not a victim. Life has hardships; otherwise we will not realize when God gives blessings. Do not think "why should I do that for the inmates?" Instead think "why shouldn't I do it?" God's retirement plan is out of this World. Do not quit before your time. Do not give away your role as chaplain, it was given to you by God, it is not yours to give it away. Be safe, be blessed. — **Chaplain Carlos Gonzalez, Retired**

Professional Chaplaincy Training for FY17:

April 4-6, 2017: RLG-0055-BXX
Life Connections and Threshold Reentry

June 27-29, 2017: RLG-0005-BXX
Nature-Based, Wicca, Druid, and Asatru

August 8-10, 2017: RLG-0040-BXX
Islamic Religions and Religious Accommodation

September 18-22, 2017: RLG-0010-BXX
Chaplain Familiarization- New Chaplain Training

LCP Referrals: We encourage you to process the LCP referrals at your respective institution, especially from MEDIUM security institutions. Send scanned referrals to [BOP-RSD/CO Life Connections Program](#)

Endorsement: Our ability to continue employment as chaplains in the Bureau is dependent upon the maintenance of our ecclesiastical endorsement. If we ever find the need to change our endorser, there is a process of providing written documentation from both the endorsement we are ending and the endorsement we are beginning. The new endorsement will not be considered valid until the appropriate documentation is received and approved by the Chaplaincy Administrator. It behooves anyone changing endorsement to complete the documentation prior to ending their current endorsing relationship. The forms to use can be found on the Central Office Chaplaincy Sallyport page under the link to "*Forms Commonly Used for Chaplaincy.*"

Chapel Schedules: Per PS 5360.09 and our Chaplaincy Program Review Guidelines, chaplains should assess the faith specific needs based upon religious preference SENTRY data and inmate requests. CSB encourages Department Head chaplains to evaluate chapel schedules to ensure that constitutionally protected worship services are offered across faith lines and meet with Executive Staff to discuss the needed resources to meet faith-specific and reentry inmate needs.

Chaplaincy Services Forum: Passover is the topic for the forum via video conference on Wednesday, March 8, 2017, from 2-3 pm EST. Those interested in joining us for that forum session, please email your video location to Donna Alyea, at dalyea@bop.gov no later than March 1, 2017 to participate.