

Appendix F: Command Religious Program Survey Results

1. Let's start with proof that CAPT James M. Carr, lied in writing about me and about these survey results: In his letter of 'theological' instruction to the Chaplain (see his signature in Appendix D), dated 7 July 04 (three weeks before the survey results were compiled by the survey administrator), he wrote: "In a Command Climate Survey, **prompted by** strong and specific complaints about your pastorship and about your leadership within the Command Religious Ministries program..." [Chaps' paraphrase: In a survey one respondent labeled a 'witch-hunt,' which the CO here admits *was prompted by* the vocal minority's complaints which he gathered at a picnic, the day after I gave my sermon at an optional memorial service in the base chapel, a sermon which honored the religion of a deceased Sailor *from my flock*...this proves CAPT Carr started a religious witch-hunt, at the direct advice of two senior chaplains, when neither he nor they have legal jurisdiction to censor or investigate what scriptures I preach in the base chapel, according to the First Amendment of the US Constitution, and Title 10 US Code Section 6031 Chaplains: "An officer in the Chaplain Corps may conduct public worship according to the manner and forms of the church of which he is a member."] ...and now the CO's boldfaced lie: "**...more than 70% of the respondents had negative or very negative comments about the program, many with specific complaints of your leadership within it.**" Oh really? Did 70% of respondents write negative comments? Let's see...

2. Three weeks later, on 27 July 04, CMEO survey administrator finally tallied the survey results, and reported more accurately: "Only 37% (80 of 215) of the personnel completing the survey provided valued comments for at least one of the eleven questions (i.e., written responses ranged from one question to every question.)" (See this quote, page F20).

Question 1: How can 70% of the respondents write negative or very negative comments as CAPT Carr claims, when only 37% of the respondents provided *any* valued comments as the survey administrator claims? Question 2: How can CO document against me his 'guesstimate' of 70%, three weeks before the survey administrator tallies the final results? I hoped upon review, the CO may wish he'd more accurately stated 70% of the 37%, which is about 25% of respondents were negative, which agrees with the survey administrator's Likert scale ratings on the next page. But for a while I didn't say anything, not wanting to quarrel with the CO about what seemed an obvious administrative oversight.

3. When I later realized the CO actually planned to continue using his '70% negative' lie, as a reason I should be denied continuation on active duty, I confronted him about it. In late Feb 05, in front of three eyewitnesses (RP1, CMEO, XO), I asked him to change his false statement and showed him the statistical proof he was wrong, that on average of all questions only 25% of the crew actually responded unfavorably toward Chaps' programs (see next page for proof). When confronted with his own written lie, CAPT Carr turned red, raised his voice, called me 'delusional' for showing him his error, and the XO quickly escorted me out of his stateroom.

4. CAPT Carr later told me he then called his boss, the two-star Admiral, and verbally defended his written 70% lie to his boss, which explains why the Admiral directed that I be immediately removed from the ship (fired), without interviewing me, based solely on the CO's justifying his written lie to his Admiral. After two years onboard, my church worshipped at sea without their Chaplain, because the CO falsely accused me.

5. In two surveys six months apart, two CMEO survey administrators found NO grounds for any religious harassment or equal opportunity complaint against the Chaplain. The CO likewise rated the Chaplain "above standards" in the equal opportunity category on his fitrep, but downgraded him overall, then fired him from the ship, and cited the survey in his unfavorable recommendation Chaps be denied continuation on active duty.

Certified Command Religious Program Survey Results

(Numbers certified true in 25 Feb 05 email to Chaps from CMEO survey administrator GSEC, see his certifying email, last page F18.)

*The Bottom Line: What percent of the crew doesn't like Chaps?
(Two surveys six months apart)*

	Percent of Crew Responding unfavorably To Chaps	Percent of Crew Favorable or Neutral To Chaps
27 July 04 Survey #1		
Q1	28	72
Q2	46	54
Q3	33	67
Q4	27	73
Q5	19	81
Q6	19	81
Q7	5	95
Q8	21	79
Q9	30	70
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AVERAGE of all questions	25% unfavorable to Chaps	75% favorable or neutral to Chaps
2 December 04 Survey #2		
Q1	16	84
Q2	11	89
Q3	29	71
Q4	20	80
Q5	16	84
Q6	18	82
Q7	29	71
Q8	16	84
Q9	39	61
Q10 (not about Chaps)		
Q11	20	80
Q12	25	75
Q13	15	85
Q14	17	83
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AVERAGE of all questions	21% unfavorable to Chaps	79% favorable or neutral to Chaps

Chaps five questions in response:

- 1) Looking down the left column, do you see 70% negative under any single question?*
- 2) Wouldn't any public politician be pleased with only 25% unfavorables?*
- 3) What percent would respond unfavorably if asked about the CO, XO, or CMC?*
- 4) What percent of the crew doesn't like their Chief or Divo?*
- 5) Is popularity really the best measure of a Chaplain's effectiveness?*

Read the academic white paper sending shock waves through the Naval Chaplain Corps: www.persuade.tv

Specific survey questions follow. Try to find 70% unfavorable ratings anywhere.

Q 1/1. This command has an adequate and effective Command Religious Ministries Program.

	Percent of Crew Responding unfavorably To Chaps	Percent of Crew Favorable or Neutral To Chaps
2 Dec 04	16	84
27 Jul 04	28	72
	(12% improvement)	

Q 2/-. The Command Religious Ministries Program provides proactive crisis prevention.

	Percent of Crew Responding unfavorably To Chaps	Percent of Crew Favorable or Neutral To Chaps
2 Dec 04	11	89

Q 3/3. I have never been offended by the Command's Religious Ministry Services.

	Percent of Crew Responding unfavorably To Chaps	Percent of Crew Favorable or Neutral To Chaps
2 Dec 04	29	71
27 Jul 04	33	67
	(4% improvement)	

Q7/-. I am often offended by comments the Command Chaplain makes when addressing the crew.

	Percent of Crew Responding unfavorably To Chaps	Percent of Crew Favorable or Neutral To Chaps
2 Dec 04	29	71

Q 4/4. The Command Religious Program is meeting all of my expectations.

	Percent of Crew Responding unfavorably To Chaps	Percent of Crew Favorable or Neutral To Chaps
2 Dec 04	20	80
27 Jul 04	27	73
	(7% improvement)	

Q 5/5. I feel the chain of command is aware of the impact the Command Religious Ministries Program has on me.

	Percent of Crew Responding unfavorably To Chaps	Percent of Crew Favorable or Neutral To Chaps
2 Dec 04	16	84
27 Jul 04	19	81
	(3% improvement)	

Q 6/-. The Command Religious Ministries Program provides spiritual direction and enhancement.

	Percent of Crew Responding unfavorably To Chaps	Percent of Crew Favorable or Neutral To Chaps
2 Dec 04	18	82

Q 8/8. The Command Chaplain cares for all denominations regardless of faith or belief.

	Percent of Crew Responding unfavorably To Chaps	Percent of Crew Favorable or Neutral To Chaps
2 Dec 04	16	84
27 Jul 04	21	79
	(5% improvement)	

Q 9/2. I feel comfortable seeking counsel from the Command Chaplain.

	Percent of Crew Responding unfavorably To Chaps	Percent of Crew Favorable or Neutral To Chaps
2 Dec 04	39	61
27 Jul 04	46	54
	(7% improvement)	

**Chaps' comment: Pastoral counseling is optional. Some people aren't comfortable seeking counsel from a priest; I understand. I often referred such Sailors to secular psychologists. Despite this, my counseling calendar was full, with 2 to 4 Sailors every day for two years.

Q 10/-. The command supports the Chaplain.

	Percent of Crew Responding unfavorably To The Command	Percent of Crew Favorable or Neutral To The Command
2 Dec 04	18	82

Q -/7. The Command Chaplain facilitates for his own denomination. (dissimilar to next)

	Percent of Crew Responding unfavorably To Chaps	Percent of Crew Favorable or Neutral To Chaps
27 Jul 04	5	95

**Q 11/-. The Command Chaplain provides for just his own denomination.
(dissimilar to previous).**

	Percent of Crew Responding unfavorably To Chaps	Percent of Crew Favorable or Neutral To Chaps
2 Dec 04	20	80

Q -/6. The Command Chaplain facilitates my denomination.

	Percent of Crew Responding unfavorably To Chaps	Percent of Crew Favorable or Neutral To Chaps
27 Jul 04	19	81

Q 12/-. I feel the Command Chaplain is qualified to meet my religious needs.

	Percent of Crew Responding unfavorably To Chaps	Percent of Crew Favorable or Neutral To Chaps
2 Dec 04	25	75

Q 13/-. The command makes every reasonable attempt possible to meet my religious needs.

	Percent of Crew Responding unfavorably To Chaps	Percent of Crew Favorable or Neutral To Chaps
2 Dec 04	15	85

Q 14/-. The Command Religious Ministry program encourages me to learn more about my faith.

	Percent of Crew Responding unfavorably To Chaps	Percent of Crew Favorable or Neutral To Chaps
2 Dec 04	17	83

Q -/9. The Command Chaplain does not proselytize (impose his own denomination creed upon Sailors of other denominations).

	Percent of Crew Responding unfavorably To Chaps	Percent of Crew Favorable or Neutral To Chaps
27 Jul 04	30	70

****Chaps' comment:** The NCMAF Chaplain Code of Ethics says "I will not proselytize from other religious bodies, but I retain the right to evangelize those who are not affiliated." In two years onboard, I only discussed religion after 'invitation-acceptance' in optional settings.

DID YOU FIND 70% UNFAVORABLE RATINGS IN ANY LEFT COLUMN?

Read the academic white paper sending shock waves through the Naval Chaplain Corps: www.persuade.tv

Survey Written Comments

(as typed by CMEO Survey Administrator, then arranged in groups here by Chaps)

Chaps was tried (then fired) without the opportunity to confront his anonymous accusers. Therefore, here are my responses to actual written survey comments from mystery Sailors.

THE NEGATIVE VALUED COMMENTS BELOW WERE MADE BY ONLY 25% OF ALL CREW RESPONDENTS.

(Most respondents wrote no comments at all, but simply rated the chaplain and his programs favorable or neutral on a 1 to 5 Likert scale without writing any comments.)

1. Written Comment Percentages: The CMEO survey administrator recorded the crew's "Survey Written Comments" reporting 80 of 215 respondents (37%) provided any valued written comments. If CAPT Carr can change his tune to agree now that 70% of the written comments were negative (and not that 70% of all respondents wrote negative comments, CMEO says that's untrue), then 70% of the 37% or approximately 56 sailors (25%) wrote negative valued comments, such as transposed below by CMEO. This closely approximates the 25% of the crew who responded unfavorably to the average of questions on a Likert scale (1 to 5) on page F2. Only 46% marked any one of nine Likert scale items unfavorable at all, even if they made no valued comments and marked the other eight items favorably—see Q9/2.

FOR THE C.O. TO PUNISH CHAPS FOR THE MINORITY'S COMPLAINS ABOUT OPTIONALLY ATTENDED SERMONS DURING CHURCH SERVICES IS TO VIOLATE PUBLIC LAW:

Title 10, US Code Section 6031, Chaplains: "An officer in the Chaplain Corps may conduct public worship according to the manner and forms of the church of which he is a member."

2. THEOLOGICALLY BIASED COMMENTS: Admittedly, some comments of these 56 Sailors are highly negative, but nearly all of them are theologically biased. Almost all seem to cite my evangelical religion or the Bible as the reason they don't feel comfortable attending OPTIONAL Sunday worship or Bible study! Either they didn't like a sermon they heard, or they don't prefer Biblical counseling, so they elected to not *voluntarily* return (as was their right).

THEOLOGICALLY BIASED NEGATIVE COMMENTS

(with my comments to the right):

July 04 Survey (negative comments by 56 complainers of 215, or 25% of respondents):

ALL SERMONS/PRAYERS ARE PROTESTANT EVANGELICAL (That's how I pray & preach)
ALWAYS ONLY REFERS TO THE CHRISTIAN/CATHOLIC BELIEF SYSTEM

(As my bishop requires I pray and preach)

ONLY GIVES COUNSELING BASED ON HIS BELIEFS (I don't know how else to counsel)
HE BELIEVES EVERYONE SHOULD BELIEVE WHAT HE BELIEVES

(I believe it's wise to agree with God)

HE'S TOO OPINIONATED

(I try to agree with God in my opinions)

HE'S NOT OBJECTIVE

(I am biased toward God)

NARROW OR CLOSED MINDED

(My mind is open to truth)

CHAPS BELIEVES EVERYONE SHOULD FOLLOW HIS BELIEFS (No, God's beliefs)

Read the academic white paper sending shock waves through the Naval Chaplain Corps: www.persuade.tv

FORGETS COUNSELING SHOULD BE UNBIASED AND FOCUS ON HOW PERSON CAN SOLVE PROBLEM, NOT SUBMIT THEMSELVES TO GOD SO HE MAY SOLVE PROBLEM
 (My counseling is biased, but I only open Bible or pray if they agree to that.)

OPINIONATED AND LACKS TACT (I preach the scriptures plainly as I read them, without “tactfully” watering them down)

CHAPS HAS PESSIMISTIC VIEW OF HUMANITY (I’m only pessimistic about sin, not humans)

MY PERSONNEL HAVE COMPLAINED OF CONDEMNATION OF LIFESTYLES
 (Actually they complained they heard the Bible preached during optional church services.)

DON’T CARE FOR HIS TECHNIQUES OR CONDEMNATION
 (Jesus mentioned hell or eternal punishment 88 times. I quote him at optional services.)

IF NOT IN LINE WITH HIS VIEWS THEN YOU ARE DAMNED
 (You don’t have to agree with my views, only God’s. I can’t damn a hangnail.)

I FEEL HE IS JUDGMENTAL (84% of crew disagrees—see Q8.)

HIS OPINION THAT EVERYONE IS A SINNER AND BELONGS IN HELL BOTHERS ME
 (I don’t hold that opinion. But I did quote Matt 7:13 where Jesus said *most* people are on the path to destruction)

CHAPS IS AN EXTREMIST (I confess I’m extremely in favor of God)

I WOULD FEEL THAT A CERTAIN SET OF MORALS WOULD BE PLACED ON ME
 (Pastoral counseling doesn’t appeal to everybody. I often refer to psychologists.)

WEBSITE CONTAINS STRANGE/PROVOCATIVE MAT’L WRT PRESENCE OF EVIL ON ANZ
 (I published a testimony about a Pagan Sailor who requested and received exorcism)

HE BELIEVES HE IS HERE TO CONVERT THE SHIP TO HIS VIEWS (Not the ship, the people!)

SIMPLY HERE TO CONVERT PEOPLE TO HIS OWN FAITH (I’m an evangelist. I led 35 Sailors to faith in Jesus Christ.)

AFTER ATTENDING SERVICES, TRIED TO CONVERT ME TO EVANGELICAL CHRISTIANITY
 (He attended optional church and heard the gospel. Did he expect something else?)

HE DEFINITELY PUSHES HIS OWN BRAND OF RELIGION (Only during optional church events.)

TOLD ONE OF MY GUYS THAT HIS RELIGION IS THE ONE HE SHOULD PRACTICE
 (Only after “invitation-acceptance.”)

HE THINKS EVERYONE DIES FOR THEIR SINS (The Bible says this in Romans 6:23)

MORE WORRIED ABOUT SAVING PEOPLE’S SOULS THAN COUNSELING PROBLEM.
 (If I solve their problem, but their soul remains tormented, I didn’t solve their problem. And I do worry about saving souls.)

I FEEL JUDGED (I’m not a judge, I’m only a messenger.)

TRIED IN THE PAST, RECEIVED JUDGMENT RATHER THAN HELP (I try to teach, not judge)

SEVERAL OF MY SAILORS HAVE STATED HORROR STORIES IN SPEAKING WITH CHAPS
 (84% of crew disagrees—Q8)

PUSHES PEOPLE AWAY WITH HIS OVERPOWERING VIEWS (Some don’t like my sermons)

CHAPS IS THE LAST PERSON I’D TURN TO (I’m optional. Many won’t turn to Jesus either.)

TOO MANY COMMENTS MADE BY CHAPS MAKE ME UNCOMFORTABLE
 (Some don’t like the Bible, my services and sermons are optional.)

WOULD NEVER SEEK COUNSEL FROM CHAPS. (Hundreds of Sailors sought my counsel.)

BELIEVE MY COMMENTS WILL BE CALLED SINS OR COMMAND WILL BE NOTIFIED
 (I only mention sin after “invitation-acceptance.” I don’t tell command. Ask the CO/XO.)

SOMETIMES I FEEL THINGS ON THE SHIP ARE NOT HANDLED WITH CONFIDENTIALITY
 (God knows I’ve never betrayed confidentiality. Produce proof otherwise.)

ENGINEERS AREN’T A BUNCH OF DRUNKS (One program I authored earned recognition for dramatically reversing alcoholism trends)

DOESN’T RESPECT OTHER BELIEFS (I don’t share other beliefs, but I defend your right to hold them, and advocated for your equal rights to express them)

ANYONE NOT ACCEPTING CHRIST IS LIVING IN SIN AS FAR AS CHAPS IS CONCERNED
 (At the memorial service, I quoted John 3:36, “Whoever believes in the Son has eternal life but whoever rejects the Son will not see life, for God’s wrath remains on him.”)

SOME OF HIS PUBLIC SPEAKING OFFENDS ME (I can see why John 3:36 offends some.)

COMMENTS MADE BY CHAPS SEEM VERY UNTHOUGHT OUT AND RUDE
 (I can see why some think John 3:36 is rude. But I do think before preaching it.)

OFFENDED THAT HE TELLS ME I’M GOING TO HELL BECAUSE OF MY BELIEFS
 (I said no such thing to you. But upon hearing John 3:3 and 3:36, many judged themselves as

failing to meet the scriptural requirements for eternal salvation.)
 PUTS PEOPLE DOWN WITH BELIEFS (I only explain scriptures. They exalt & humble many.)
 THE MOST RELIGIOUS INTOLERANT I'VE MET (I can see why some believe John 3:36 is
 intolerant. But I frequently had Muslims, Jews, Catholics, Wiccans teach my religion class.)
 FEELS HE PRESSURES ALL HANDS TO FOLLOW HIS BELIEFS (Only during optional events)
 PUSHES HIS DENOMINATIONAL CREED (Only during optional events)
 DOES CHAPS REALIZE HOW WRONG IT WAS WHAT HE SAID AT D.R.'S SERVICE?
 (Go read the actual transcript of my sermon in Appendix H. What's wrong with any of it?)
 SPEECH AT FUNERAL WAY OUT OF LINE (I preached the exact same sermon D.R. loved)
 DISAGREE WITH, OFFENDED BY THE SERMON AT EN2 D.R.'S SERVICE
 (My sermon honored the faith of the decedent, not the optionally attending crowd)
 I'VE BEEN HESITANT TO ATTEND SERVICES DUE TO NEGATIVE COMMENTS I HEAR
 (Many false rumors keep people from hearing the gospel. Some liars said I condemned
 D.R. to hell, when I actually said four times he went to heaven. Read the transcript.)
 SHOULD BE MORE TOWARD HELPING COPE W/ PROBLEMS, VICE HOW TO BELIEVE
 (Most professional counselors deal with how people believe.)
 DOES NOT UNDERSTAND HIS ROLE ON ANZIO
 (My first role is to preach the gospel of Jesus Christ during worship. I've many other roles too,
 but it's more likely young Sailors do not understand my role, or my bishop's orders to me,
 to preach the scriptures openly and faithfully during optional public worship.)
 COC NOT TAKING STEPS TO CORRECT THE WRONG-DOING OF CHAPS
 (Believe me, the CO punished me for my sermons and prayers. He heard you.)

November 04 Survey (mostly same people, now 52 complainers of 211, or 25% of respondents):

MOSTLY TEACHES CHRISTIANITY (Yes I do)
 CHAPS IS LIMITED TO CERTAIN RELIGIOUS BELIEFS (Yes I am)
 OUR CHAPLAIN HAS SPECIFIC BELIEFS, IS NOT OPEN TO OTHER OPINIONS (I'm open to Truth)
 I ATTENDED RELIGIOUS SERVICES AND FELT UNCOMFORTABLE (They were optional)
 THE CHAPLAINS STATEMENTS ARE OFTEN FANATICAL (Some see the Bible that way)
 CHAPS PUSHES HIS RELIGION (I only discuss religion after invitation-acceptance)
 CHAPS TRIES TO HARD TO CONVERT EVERYONE TO CHRISTIANITY (Sermons are evangelical)
 WHEN HE INVOLVES GOD IN HIS SPEECHES (I'm a Chaplain)
 CHAPS IS ONLY CONCERNED WITH HIS OWN VIEWS (I only state my own views)
 CHAPS IS ONLY CONCERNED ABOUT HIS OWN AGENDA (I'm concerned about all Sailors)
 SHUNS EARTH BASED RELIGIONS (I Invited Wiccans to teach Bible study)
 HIGHLY BIASED AGAINST THOSE OF NON-CHRISTIAN FAITH (I preach what the Bible says)
 SERMON AT EN2 D.R. FUNERAL SERVICES (My sermon honored EN2's religion)
 AFTER EN2's SERVICE I DO NOT FEEL COMFORTABLE TALKING TO HIM (Didn't like John 3:36)
 I WAS TOLD I WAS GOING TO HELL FOR BEING THE WRONG RELIGION (Didn't like John 3:36)
 HE IS CONDESCENDING AND DAMNING (Didn't like John 3:36)
 CHAPS SHOULD NOT TALK AT ANYMORE FUNERAL SERVICES (I only do so when invited)
 AT A EULOGY FOR A SHIPMATE HE SAID HE WAS GOING TO HELL (Untrue...read the sermon)
 I HAVE BEEN TOLD MY BELIEFS ARE WRONG (I preach the Bible is true)
 TOLD MY WIFE SHE WAS NOT (Actually, she told us both she wasn't a
 CHRISTIAN ENOUGH TO MARRY ME Christian, so I couldn't do their wedding)
 SOMETIMES MAKE WRONG COMMENTS (Define wrong)
 CHAPS TRIES TO PUSH RELIGION ON YOU TO MUCH (I only preach after invitation-acceptance)
 THE CRMP SHOULD HELP PEOPLE INSTEAD OF FORCING BELIEFS UPON PEOPLE (Ditto)
 RELIGION SHOULD NOT BE FORCED ON ANYONE (I only preach after invitation-acceptance)
 NO, IT IS CHAPS OPINION FORCED ON EVERYONE (I only preach after invitation-acceptance)
 I DON'T LIKE TO TALK WITH HIM BECAUSE (Not everything, but OK)
 EVERYTHING TO HIM IS ABOUT RELIGION
 ALL OF CHAPS SPEECHES AND PRAYERS ARE WRITTEN FOR PROTESTANTS (Not all, but most)
 CHAPS SHOULD NOT JUDGE PEOPLE, BUT TEACH (I judge no man, I'm only a messenger)
 THE LEARNINGS OF THE BIBLE (I do teach the Bible)
 CHAPS BELIEFS ARE DIFFERENT FROM MINE (OK)
 DON'T LIKE HEARING HOW GOD IS SMARTER THAN ME (Is He?)
 CHAPS IS CLOSED MINDED ON SOME ASPECTS (I'm open to Truth)

LOOKS DOWN ON NON-RELIGIOUS PEOPLE	(I care for all men)
2 CHAPS NEEDS TO BE MORE OPEN MINDED	(I'm open to Truth)
LESS BIASED CHAPLAIN	(I am biased toward Truth)
USE LESS RELIGION WHEN COUNSELING	(I only open the Bible after invitation-acceptance)
CHAPS DOES NOT RESPECT ANY VIEWS BESIDES HIS OWN	(I only respect God's view, and those who agree with God)

In summary response to the above group of comments, I do preach about Jesus and the Bible in my optionally attended sermons, as my bishop requires and Title 10 allows. My Christian programs aren't mandatory; they're optional. I often referred Sailors to secular psychologists for counseling, if they didn't prefer Biblical counseling with me. And I only discuss religion with any Sailor after 'invitation-acceptance,' stopping my side of the conversation immediately if they show any sign of unwillingness.

For my CO to enforce these theological comments of Sailors who don't like my optional sermons, suppresses the right of my church (who likes my sermons) to hear the uncensored gospel and Bible. It's the state telling the church what scriptures can't be preached.

3. EQUAL OPPORTUNITY REQUESTS: In the next group of comments, Sailors request a wider variety of faiths be represented in ship-board activities. Two Equal Opportunity Survey Administrators found no grounds for Equal Opportunity Complaints against the Chaplain, and the CO never filed an Equal Opportunity Complaint against me either. Even before this survey, I provided opportunities for non-Christians to organize their own religious groups, and none did. Even before the survey I went the extra mile and hosted Jewish, Catholic, and Orthodox Sailors teach my Bible class. Again after the survey, I hosted Muslim, Wiccan, Jewish, Catholic, and Orthodox Sailors to teach their faiths to my Protestant Bible study class. We enjoyed many inter-faith discussions. The floor was shared. I never refused a religious request from any Sailor, of any faith, ever. And 84% (and 79%) of all respondents said "The Command Chaplain cares for all denominations regardless of faith or belief."—Q8. But still some in the minority complained.

EQUAL OPPORTUNITY NEGATIVE COMMENTS (with my comments to the right):

July 04 Survey (negative comments by 56 complainers of 215, or 25% of respondents):

CHAPS IS NOT A PRIEST AND I'M ROMAN CATHOLIC	(Manning only affords one chaplain)
THERE ARE NO ROMAN CATHOLIC CHAPLAINS ONBOARD	(Wish I could help)
I'M UNABLE TO PRACTICE MY DENOMINATION ONBOARD	(I provided space for all to practice their diverse religions, whenever asked)
I FEEL HE CREATES AN ISOLATED AVAILABILITY FOR OTHER DENOMINATIONS	(81% of crew disagrees—See Q6. I hosted Muslim, Jewish, Orthodox, Catholic, Wiccans teachers at my religion class.)
SOLELY FOCUSED ON HIS OWN DENOMINATION	(84% of crew disagrees—see Q8)
RELIGIONS ON ANZ ARE NOT EQUALLY REPRESENTED	(80% of crew disagrees—see Q11)
DIFFERENT RELIGIONS ARE NOT GIVEN OPPORTUNITY TO PRACTICE	(I never denied a request, my CO often did—see App J.)
IT DOESN'T SEEM TO INCLUDE A LOT OF PEOPLE	(80% of crew disagrees—Q11)
SOLELY CONCERNED WITH HIS OWN DENOMINATION	(84% of crew disagrees—Q8)
MINISTRY PROGRAM GEARED SOLELY TOWARD CHAPS' DENOMINATION	(84% disagree)
I AM NOT CHRISTIAN OR CATHOLIC...I AM MUSLIM	(I acquired him Hallel meals, advertised Ramadan, and invited him to teach my religion class.)
ONLY ONE FORM OF RELIGION IS PUSHED ON CREW	(79 to 84% of crew disagrees—Q8).
NO EMPHASIS ON DIVERSITY, ALL FOCUSED ON CHAPS BELIEFS	(81% of crew disagrees—See Q6. I hosted Muslim, Jewish, Orthodox, Catholic, Wiccans teachers at my religion class.)
IT'S NOT INCLUSIVE, IT IS HIS OWN BRAND OF RELIGION	(False, see above.)

I FEEL A NAVY CHAPS SHOULD BE THERE FOR ALL SAILORS, NOT A TV PREACHER.
 (84% of crew said I care for all denominations regardless of faith or belief. Q8.)
 ONLY ALLOWS FOR CONSERVATIVE CHRISTIAN BELIEFS
 (I only preach conservative Christian beliefs, but I advocated for many diverse beliefs to be expressed onboard)
 AS A PAGAN, VERY OFFENDED BY WORDS AT EVENING PRAYER
 (I advocated for Pagans to be allowed to say the evening prayer; CO denied that request)
 HE SHOULD REALIZE NOT EVERYONE PRACTICES HIS DENOMINATION
 (81% of crew said I facilitated their denomination--Q6. I approved every request made.)
 COMMAND DOES NOT REALLY PARTICIPATE
 (We had more crew participation in my volunteer programs than any other ship in Norfolk. We won four prestigious awards for *extensive* crew participation in my programs.)
 COMMAND IS TOO BUSY TO BE AWARE OF THINGS
 (OK, but we took time to give you this survey, didn't we?)
 THE COMMAND ALLOWS CHAPS TO SAY WHATEVER HE WANTS
 (No, they actually censored my sermons and prayers, and punished me for them.)
 RELIGIOUS WELL-BEING IS LOW ON THE COC'S PRIORITY LIST
 (85% said the command makes every reasonable attempt to meet religious needs—Q13.)
 COMMAND NOT INVOLVED WITH QUALITY AND STRUCTURE OF RELIGIOUS EVENTS
 (Believe me, the CO was heavily involved in telling me what to pray and preach.)
 NOTHING HAS BEEN DONE TO IMPROVE THE PROGRAM
 (Yet my programs won many awards, the previous program won none before I arrived.)
 IT'S MORE FOCUSED ON ORGANIZED RELIGION
 (We encourage all diverse faith groups to organize and encourage each other.)
 AS A PAGAN, DON'T FEEL LIKE CHAPS CARES ABOUT MY BELIEF SYSTEM
 (I invited Pagans/Wiccans to teach my religion class. I tried to advocate for them to say the evening prayer. I told them how to organize and appoint a lay leader. They didn't.)
 FEEL HE NEEDS TO BE MORE UNDERSTANDING
 (I want to understand.)
 BELIEVE HE FOLLOWS HIS OWN PROGRAM WITHOUT THINKING OF CREW
 (I think only of the crew day and night. I've given my life for this crew. Took a demotion in rank and a cut in pay to serve this crew. I'm now losing my career for having served them.)
 HE DOESN'T SEEM TO PUSH A MULTI-DIMENSIONAL AGENDA, ONLY HIS OWN
 (80% of crew disagrees—Q11.)
 CHAPS DOES NOT ADVERTISE RELIGIOUS HOLIDAYS EXCEPT FOR CHRISTIAN
 (Advertised Ramadan, Passover, hosted many multi-faith events.)
 DOESN'T ALLOW ME TO PAY RESPECTS TO GOD THE WAY I WAS TAUGHT
 (I provided space and resources every time I was asked.)

November 04 Survey (mostly same people, now 52 complainers of 211, or 25% of respondents):

NOT ENOUGH CHOICES OF RELIGION (They had opportunities to organize their own groups)
 PROGRAM IS ONLY ADEQUATE FOR CHRISTIANS (I welcomed all faiths to teach my class)
 DOES NOT CATER TO ALL RELIGIONS (I'm not an expert in other religions, but I do facilitate...
 DOES NOT COVER ALL RELIGIONS ...for them to freely exercise their own faiths onboard)
 YES, IF YOU ARE PROTESTANT (I wish there could be many chaplains onboard, but...
 FOR THE CHRISTIAN FAITH ...it's a small ship and only warrants one Protestant Chaps)
 HE ONLY PROVIDES FOR CHRISTIANS (Untrue. 80% of respondents say I provide for all. Q11.)
 MAKE EVENING PRAYER OPEN TO ALL RELIGIONS EVERY NIGHT (I requested this, CO denied it)
 3 MORE CONSIDERATIONS TO OTHER FAITHS (I've responded to EVERY request ever brought me)
 HE ONLY OFFERS STUDIES FOR HIS OWN DENOMINATION (Muslims, Jews, Catholics, Orthodox, &
 NO, ONLY CHAPS RELIGION Wiccans all taught their faiths to my class)
 NIGHTLY BIBLE STUDY IS THE SAME AUDIENCE (I invite new people often)
 MORE INVOLVEMENT FROM THE CREW (I want that too...worked hard for it)

Again, I can't be all things to all people, but I did facilitate for other faiths to have equal access to express their diverse faiths. I hosted many multi-faith discussions. I always helped believers of other faiths when asked. And 84% of the crew said I cared for all denominations, regardless of faith or belief.—Q8.

4. PERSONALITY-BASED COMMENTS: The next group of survey comments seem personally directed toward me; some don't like my personality, or I'm too abrasive, direct, etc.:

PERSONALITY-BASED NEGATIVE COMMENTS (with my comments to the right):

July 04 Survey (negative comments by 56 complainers of 215, or 25% of respondents):

I TELL MY GUYS WE CAN SET UP APPTS W/ OTHER CHAPS IF THEY WANT TO
(Not all Sailors want an Evangelical Episcopal Priest. I refer to other Chaplains too.)

I DO NOT FEEL COMFORTABLE AROUND HIM
(I don't force myself on people. I only discuss religion after "invitation-acceptance.")

EXPECT A MORE POSITIVE LEADER IN A CHAPLAIN
(84% of crew said I care for all—Q8.)

FEEL CHAPS SHOULD'VE BEEN ONBOARD TO COUNSEL AFTER D.R.
(I was TAD/TDY attending class, but returned to preach the memorial service.)

HE DOESN'T SEEM TO THINK HE IS A COUNSELOR (I've counseled thousands of hours.)

WHEN HE DOES COUNSEL, HE'S BAD AT IT. (You may disagree with my counsel, but hundreds say my counseling helped them.)

NOT PERSONALLY OFFENDED, BUT I KNOW OTHERS HAVE (I'm glad I didn't offend you.)

HE PUTS ON A GOOD SHOW (Not sure if this comment is good or bad. I try to be sincere.)

DOES NOT SHOW A POSITIVE INFLUENCE (82% of crew disagrees—see Q6)

NO HELP WITH PERSONAL ISSUES (Those I couldn't help I referred.)

SEEMS TO BE A DISCONNECT BETWEEN CHAPS AND CREW (84% of crew disagrees—Q8)

MY PEOPLE FEEL UNABLE TO APPROACH CHAP FOR COUNSEL (See Q9 for my response.)

THE COMMAND DOESN'T GIVE A DAMN (84% of crew said Chaplain cares for all—Q8)

HE HAS TRIED TO PRESS RELIGION ON ME ALTHOUGH I TOLD HIM I'M NOT INTERESTED
(As soon as he said he wasn't interested, I stopped talking. I only preach when invited.)

IN PAST, COUNSELING ONLY LED TO SOME FORM OF INSULT (I called a spade a spade.)

VERY TURNED OFF BY CHAPS' COMMENTS TO SHIPMATES DURING COUNSELING
(This is hearsay. Someone didn't like my counsel, so they spread rumors about me.)

I WOULDN'T SEND ANYONE TO HIM, HE IS SUPPOSED TO BE A SOURCE OF GUIDANCE
(I always try to guide people toward the right path.)

I DON'T WANT ANYTHING TO DO WITH CHAPS (OK, but hundreds of Sailors eagerly participated in my programs. My programs won many awards because so many participated.)

CAN'T TRUST HE WILL HELP THE COMMAND MISSION (Caring for people is my mission. 84% of crew said I care—Q8.)

HIS INFLUENCE AT NJP HAS LED ME TO DOUBT THE FAIRNESS/EFFECT OF PROGRAM
(I frequently defended and advocated for young Sailors facing what they perceived as unjust punishment by their Chiefs and Officers. My advocacy ensured they weren't falsely accused or unfairly over-sentenced. I helped guarantee fairness. Some Chiefs and Officers didn't like it if I questioned their over-handed discipline.)

DO NOT ATTEND SERVICES (HAVE TRIED IN PAST) DUE TO CONTENT OF SERVICES
(There are numerous reasons people prefer one church over another. I care for those who don't attend too, as 84% of the crew says in Q8.)

MAKES ME FEEL MY VIEWS ON CHRISTIANITY DO NOT COUNT
(He lost an argument at Bible study. But I invited him to teach his faith, as many did.)

HIS CONSULT DOES NOT SUPPORT NAVY VALUES, NOR INVITE TROUBLED SAILORS TO SEEK HIS ADVICE (And yet hundreds of troubled Sailors sought my advice, average 2 to 4 per day for two years)

I DON'T PARTICIPATE BECAUSE I DON'T BELIEVE IT OFFERS ME ANY GROWTH
(And yet 82% of crew said my programs provide spiritual direction and enhancement—Q6.)

PERSONALITY STYLE OF CHAPS DOES NOT ALLOW PROGRAM TO MEET MY NEEDS
(But 84% of crew said I care for all denominations regardless of faith or belief—Q8.)

HE MAY NOT HAVE BEST INTEREST OF THE CREW IN MIND, FOCUSED ON HIS VIEWS
(I only had the best interest of the crew continually in mind. I just believe it's in their best interest to agree with God.)

PREFER TO GO TO SOMEONE ELSE OFF THE SHIP (I often referred to psychologists)

TOO MANY BAD EXPERIENCES FROM OTHER CREW MEMBERS. (False rumors, hearsay.)

DO NOT FEEL COMFORTABLE AROUND HIM (84% of crew disagrees—Q8)

Read the academic white paper sending shock waves through the Naval Chaplain Corps: www.persuade.tv

I DO NOT FEEL COMFORTABLE OR CONFIDENT SENDING ANY OF MY PEOPLE TO HIM
 (I agree. It's probably inappropriate for a Chief to order a Sailor to see a priest. They should come voluntarily on their own.)

SIDES WITH SAILORS SEEKING HIS COUNSEL W/OUT CONSULTING CCOC
 (This chief didn't like it when I sided with his Sailor against his injustice.)

WE NEED A NEW CHAPS (You're getting one. But 84% of the crew liked this chaps—Q8.)

CHAPS' BEHAVIOR HAS BEEN TOLERATED FAR TOO LONG ONBOARD ANZIO
 (You swore to uphold the Constitution, which allows me to preach the gospel in church.)

ONE OF MY SAILORS' DAD WAS ILL...CHAPS SAID HE WAS DYING DUE TO HIS SINS
 (I do regret hurting his feelings. Alcoholism had caused his father's liver cirrhosis, and I sometimes call alcoholism a sin. But I hurt his feelings so I later apologized to him personally.)

DURING COUNSEL RECEIVED INAPPROPRIATE INSULTS
 (I wonder if this was the adulterer who lied to me throughout six weeks of voluntary marriage counseling, then got mad when I terminated his counseling sessions.)

LATELY INPORT, NO WORSHIP SERVICES ON SUNDAY (I took leave that month)

ATTENDANCE IS ALWAYS 3-6 PEOPLE (No, attendance was 1,375 over six months...about same as previous chaplain)

CHAPS IS NOT A LEADER OF A CONGREGATION, HE IS A NAVY CHAPLAIN ON A SHIP
 (I also lead my congregation which lives on the ship.)

CHAPS SHOULD NOT BE INVOLVED IN THE DISCIPLINE PROCESS WITHIN COMMAND
 (I frequently defended and advocated for young Sailors facing what they perceived as unjust punishment by their Chiefs and Officers. My advocacy ensured they weren't falsely accused or unfairly over-sentenced. I helped guarantee fairness. Some Chiefs and Officers didn't like it if I questioned their over-handed discipline.)

CHAPS SHOULD NOT BE INVOLVED IN DISCIPLINARY ACTIONS (Again, see above)

WHEN A SAILOR GETS IN TROUBLE, A LOT OF TIMES THEY RUN TO CHAPS
 (No, when a Sailor gets in trouble, they go to Captain's Mast. If they need an advocate to help them face perceived injustice, then they come to Chaps.)

HE CONSTANTLY SHOVES RELIGION DOWN PEOPLE'S THROATS (Let's be honest here.
 You attended an optional memorial service, advertised as a Christian worship event, in the base chapel, and you didn't like my sermon. Did you voluntarily attend? Tell the truth. Or maybe you don't like hearing the optional evening prayer at sea. See Appendix K on why the Navy allows the evening prayer. But even if you didn't like my religion, were you ever punished by the command for disagreeing with me? No. I was punished by the command for disagreeing with YOUR religion, the CO's religion, and senior chaplains' religion. That's the difference between religious discussion, to which I only invited you without forcing my rank upon you, and religious abuse, which they forced YOUR RELIGIOUS VIEWS upon me with all their rank. You suffered no abuse, because my views were never enforced upon you, with any punishment whatsoever. But they can't say they didn't punish for disagreeing with YOUR faith, because I have their signatures proving they did. Your views were shoved down my throat, not the other way around.)

MOST SAILORS ON ANZIO DO NOT HAVE CONFIDENCE IN CHAPS (Yet 75% of crew said "The Command Chaplain is qualified to meet my religious needs"—Q12. What percent of the crew would express confidence in their chief or divo?)

BADGERS SAILORS ABOUT THEIR PROBLEMS AND RELIGIOUS BELIEFS
 (This is a lie. The proof that I never "badgered" anyone in two years onboard, is the fact that no professional punishments were ever levied by ranking officers upon people who disagreed with my religious views. Besides, I only ever spoke about religion after "invitation-acceptance," in optional settings, and stopped sharing immediately if I sensed anyone felt uncomfortable. God knows this is true, and so do you. Tell the truth now. Did I simply invite discussion, or did I enforce theological compliance using my rank and punishments? The CO and senior chaplains used their rank to punish me for refusing to conform to YOUR beliefs, something I never did to you. So who really got "badgered" here? Who got punished (me), and who didn't (you?)

UNSOLICITED CALLS TO SM'S HOME AND AT WORK (I only called to deliver AMCROSS messages, or to offer consolation, or when asked by the XO or Doc to check on someone's emotional health, or to congratulate new parents, or to return counseling calls. Most conversations were brief, and I honestly don't recall *any* calls that were unwelcome.)

A LOT OF OFFICERS/ENLISTED DON'T LIKE THE CHAPLAIN (84% said I care for all—Q8.)

HE DOESN'T SEEM TO BE MAKING AN EFFORT TO ENGAGE THE CREW

(And yet my volunteer programs won more awards for crew participation than any other ship. How?)
WORST CHAPS I'VE SEEN IN 17 YEARS (Yet dozens of young Sailors tell me I'm the best chaplain or minister they've ever met. Ask RP2 Fournier, who's worked for over a dozen Chaplains, and still thinks I'm the best chaplain he's ever worked for. The chief who made this comment apparently has a different set of criteria for judging a good chaplain, different from 84% of our crew who said I care for all—Q8. Perhaps its because I advocated for his young Sailors to be treated fairly, instead of helping him enforce injustice on them.)

HE IS ONE OF THE WORST CHAPS I HAVE SEEN (I suppose the devil himself hates me too. But 84% of the crew thinks I cared for them—Q8. And I led many young Sailors to win many awards for volunteerism that other chaplains' programs didn't win. How'd I do that?)

November 04 Survey (mostly same people, now 52 complainers of 211, or 25% of respondents):

CHAPS IS NOT APPROACHABLE (My door is open 24/7, I always welcome people)
I DO NOT FEEL COMFORTABLE REFERRING PEOPLE TO CHAPS (My services aren't mandatory)
THE PROGRAM IS LIMITED BY THE APPROACHABILITY OF THE CHAPLAIN (I always welcome)
THE CHAPLAIN ALIENATES THE CREW FROM PROGRAM (I never tried to alienate, only speak truth)
I DO NOT FEEL I CAN GO TO CHAPS FOR COUNSELING (Pastoral counseling isn't for everyone...
I often referred Sailors to psychologists)
NO ONE WANTS TO TALK WITH CHAPS (My counseling load averaged 2 - 4 Sailors a day for 2 years)
I HAVE NO RESPECT FOR THE CHAPLAIN (Probably offended, either by a false rumor or a sermon)
I DO NOT PAY ATTENTION TO HIM (Nobody's obligated to pay attention to me)
BELITTLES THE CREW (I never intentionally belittle anybody)
IF THEY WERE, THE CHAPLAIN WOULD BE FIRED (For my sermons? I was fired)
ONCE WHEN WE WERE HEARTING AND HE PROVIDED NO COMFORT (Sorry. I tried my best.)
DOESN'T SEEM OPEN FOR DISCUSSION WITHOUT ATTACKS (I try to be a good listener.)
I HAVE A COMPLETE LACK OF CONFIDENCE IN OUR CHAPLAIN (Sorry I disappointed you.)
I DO NOT WANT TO INTERACT WITH HIM (Not mandatory...but I'm available)
I DO NOT TRUST CHAPS WORD (My word is always trustworthy)
CHAPS IS NOT A LOVING, CARING, UNBIASED PERSON (I am biased, and try to be loving)
NEED A NEW CHAPLAIN (You're getting one)
NO ONE HAS COME AND TALKED TO ME ABOUT MY FAITH (My door was open 24/7)
COMMENTS ARE MADE WITHOUT REGARD TO A PERSONS EMOTIONAL STATE (Sorry.)
IT PUSHES MORE PEOPLE AWAY THAN IT HELPS (I disagree. I've helped thousands.)
CHAPS UNDERMINES A LOT OF AUTHORITY WITH (I do counsel Sailors to appeal injustice)
ADVICE HE GIVES JUNIOR SAILORS

Please contrast the above comments with the 84% (or 79%) of respondents who said "The Command Chaplain cares for all denominations regardless of faith or belief" in Q8.

Chaps' conclusion to all negative comments: Understand that in two years I've preached nearly 500 sermons onboard, if you include daily Bible devotions, Bible studies, and two-a-day Sunday worship meetings. I've led at least 50 community service projects, two every week when we're in-port. I've counseled over 1,000 hours, averaging 2 to 4 Sailors a day for two years. I've personally delivered around 200 American Red Cross messages to Sailors facing tragedy. I've emailed over 200 advertisements to the crew, advertising various events and opportunities. I've prayed about 200 evening prayers on the 1MC. But of all these 2,150 religious communications I've made, less than a dozen might possibly be deemed 'too theologically offensive' or controversial by the CO to get me fired, (and I disagree theologically with him about those) **ESPECIALLY MY MEMORIAL SERMON** which caused the survey, and apparently upset several in the 25% minority who wrote negative comments about it. Yet even by the CO's own account, my other 2,138 communications were sufficiently professional. I literally batted .994% here. I admit I'm not perfect, but give me a break. I've given my life to caring for these Sailors. I volunteered for a demotion in rank and cut in pay to come to this ship and pour out my soul for these Sailors. And the biased theological comments by a vocal minority of the crew are being enforced against me, to silence my preaching during optional church services, and end my career? No wonder Jesus felt crucified by those he loved.

Read the academic white paper sending shock waves through the Naval Chaplain Corps: www.persuade.tv

5. POSITIVE VALUED WRITTEN COMMENTS: You've read the bad comments, but now read the many nice comments about me also written on the survey. In addition to the 79% (or 75%) of the crew who rated me favorable or neutral on the average of all 9 survey questions on a Likert scale, about 30% of the 37% who made any valued written comments said positive things about me. This equates to about 11% of all respondents, or approximately 24 of the 215 taking the survey, who took the time to say nice things.

POSITIVE VALUED WRITTEN COMMENTS

(With my comments to the right.)

July 04 Survey POSITIVE comments (by about 24 of 215, or about 11% of respondents):

ALL AROUND IS WILLING TO HELP (I help every time I'm asked.)
 FULFILLS ALL REQUIREMENTS (I work very hard to do that.)
 INVOLVED WITH COMMUNITY AND CREW (Much more community service than other chaps)
 HELPS A LOT OF PEOPLE AND IS SERIOUS ABOUT HIS JOB (I am serious about my job)

I HAVE EVERY OPPORTUNITY TO ATTEND WORSHIP AS I DID IN THE CIVILIAN WORLD
 (This is why Navy Chaplains ride ships. To me, this is a very high compliment.)

CAN TALK TO CHAPS ANYTIME (My door is open 24/7)
 EVERY TIME I'VE NEEDED TO CONSULT WITH CHAPS, HE'S BEEN THERE (I'm still there.)
 FEEL COMFORTABLE TO BE ABLE TO SEEK COUNSELING (I try to make all comfortable)
 UNDERSTANDS INDIVIDUALS (I try to listen well)
 EASY TO APPROACH, LISTENS INTENTLY, HELPS RESOLVE PROBLEMS
 (Good, good, good.)

CONCERNED, WANTS TO HELP (At sea, I worked 18 hour days helping)
 OPEN TO LISTEN TO YOUR PROBLEMS (I listen to anyone, anytime.)
 DOES THE BEST HE CAN TO HELP AND IS SERIOUS ABOUT HIS JOB (Truth.)
 OPEN-MINDED AND LISTENS WELL (Open minded to truth.)
 CHAPS IS EASY TO TALK TO (I'm glad you could talk to me.)
 WE CAN TALK ABOUT PERSONAL ISSUES (That's why I'm here.)
 HE ENCOURAGES SAILORS TO TALK TO HIM FOR HELP WITH THEIR PROBLEMS
 (I've always tried to encourage, never discourage)

SEEMS TO BE OUT FOR YOUR BEST INTEREST (I only want what's best for people)
 WORKS HARD TO CATER TO ALL ON THE SHIP (84% agree I cared for all faiths—Q8.)
 TRIES TO CONNECT WITH EVERYONE (I memorized 350 first names onboard.)
 EVERY EVENT I HAVE ATTENDED HAS BEEN FINE (I put my heart into every event.)
 ALWAYS AVAILABLE IF NEEDED (I am available 24/7 if needed.)
 CHAPS IS GREAT, DOING A LOT OF GOOD TO HELP, GREATLY APPRECIATED (Thanks.)
 FEEL THIS SURVEY IS SIGN THEY'RE BEGINNING TO UNDERSTAND (I try to understand)
 HAS HELPED ME A LOT (I helped literally thousands.)
 HAS BEEN THERE TO HELP ME WITHOUT RELIGION (I often gave non-religious counsel)
 DOES NOT PUSH OR FAVOR HIS DENOMINATION (Never pushed without invitation)
 DOESN'T PUSH RELIGION ON US, HE RESPECTS OUR CHOICE OF RELIGION (I defended
 everyman's right to believe and worship according to their conscience)

WORKS HARD TO TAILOR SERMONS TO EVERYONE, PROMOTES GROUP TALKS
 (Many times I changed my sermon in mid-stream to suit the audience)
 (Hosted many multi-faith discussions, before and after these surveys.)

CARRIES OUT DUTIES AND PROVIDES MATERIALS, TIME, AND SPACE NEEDED
 (I facilitated for the free exercise of every religion possible.)

HE CARES FOR EVERYONE, ALTHOUGH IT COMES OUT POORLY
 (See? Even those who don't like my sermons know how much I care.)

HE WILL LISTEN TO ANYONE AND LET ANYONE SPEAK
 (I invited all Sailors to come teach what they believe to our class.)

NEVER HEARD CHAPS IMPOSING HIS OWN VIEWS OR BELITTLING ANYONE
 (Tell the vocal minority who complained.)

HE LETS EVERYONE FOLLOW THEIR OWN BELIEFS
 (I've no other choice. I preach what I believe, they believe as they wish.)

Read the academic white paper sending shock waves through the Naval Chaplain Corps: www.persuade.tv

ENCOURAGED ME TO LEARN MORE ABOUT MY FAITH AND WHAT I BELIEVE
 (83% of crew agrees—Q14).
 HELPED ME WITH PERSONAL PROBLEMS AND GO IN THE RIGHT DIRECTION
 (I only point people toward what I know is righteousness.)
 WAS THERE FOR ME WHEN MY MOTHER DIED WHEN WE WERE UNDERWAY
 (I helped deliver over 200 AMCROSS messages to Sailors facing tragedy.)
 HAS HELPED ME GET MY LIFE ON TRACK (Countless Sailors have told me this verbally.)
 HELPED ME TO OVERCOME FAMILY ISSUES AND MADE ME THINK DIFFERENTLY
 (Thinking differently is the first step to getting smarter.)
 CHAPS IS A GREAT PERSON WHO KNOWS HIS RELIGION (I studied for years to get here.)
 SUNDAY SERVICES I'VE ATTENDED ALWAYS HAVE BEEN WELL DONE/MOTIVATING
 (I put everything I can into Sunday mornings. Most leave motivated.)
 CHAPS WAS THERE FOR ME WHEN I NEEDED HIM (I'm glad I could be there for you.)
 CHAPS HAS DONE A GREAT JOB OF PROVIDING RELIGIOUS SUPPORT (I supported all.)
 VERY HELPFUL AND THOUGHTFUL (I try to be helpful and thoughtful.)
 CHAPS IS DOING A FINE JOB (Thanks.)
 CHAPS HAS PROVEN HIMSELF TO BE A GOD FEARING, BIBLE BELIEVING MAN WHO
 LOVES HIS SHIPMATES (This describes me. I fear God. I believe the Bible. I love Sailors.)

November 04 Survey POSITIVE comments (by about 23 of 211, or about 11% of respondents):

CHAPLAIN PUTS HIS HEART AND SOUL INTO HIS JOB (Yes, I do)
 NO MATTER WHAT FAITH THE CHAPLAIN IS THERE FOR YOU (I serve all faiths)
 CHAPS IS VERY INVOLVED (Busier than any other Chaps I know)
 YES, COMMAND PROVIDES A LAYMAN FOR MY RELIGION (We welcome lay-leaders)
 CHAPS TRIES TO HELP PEOPLE WITH THEIR FAITHS (I try to help all people)
 IF ANYONE HAS ANY QUESTIONS HE IS THERE (My door is open 24/7)
 CHAPS IS A TRUE SHEPPARD (Thank you.)
 THE PROGRAMS IS FOR ALL BACK GROUNDS (I facilitate for all faiths.)
 CARES BY GIVING SURVEY (Hope so.)
 I AM ABLE TO TALK TO SOMEONE ABOUT MY RELIGION (All Sailors need someone like that)
 BY THE SERVICES PROVIDED (Many services provided)
 40 DAYS OF PURPOSE CLASS IS GOOD (One of many classes I led)
 MORE OPPORTUNITIES THAN ANY OTHER SHIP I HAVE BEEN ON (Or ever will be on)
 CHAPS IS ALWAYS WILLING TO HELP (Thank you.)
 CHAPS IS VERY SENSITIVE TO EVERYONE (I try to be.)
 CHAPS MEANS WELL (I do)
 CHAPS DOES HIS BEST (I do)
 EVERY RELIGION IS GIVEN THE SAME RESPECT (Or at least the same opportunity)
 HE IS THERE FOR EVERYBODY (I do care for all my Sailors)
 OPEN AND ACCOMADATING TO OTHER FAITHS (I give them whatever they ask)
 PROVIDES THE TIME AND PLACE FOR WORSHIP FOR ALL (Any group can organize & worship)
 I KNOW I CAN TALK WITH HIM IN CONFIDENTIALITY (I've never broken confidentiality rules)
 HE SEEMS LIKE A GOOD LISTENER (I try to be a good listener)
 EASY TO TALK TO ONE ON ONE (I hope so)
 HE HAS HELPED ME AND A LOT OF OTHERS (I've helped thousands of times)
 EVERY TIME I HAVE GONE TO HIM HE HAS GIVEN ME GOOD ADVICE (I only give truth)
 IMPORTANT EAR WHEN NEEDED (Glad I was there for you)
 HE IS A GOOD GUY TO TALK TO (Thank you.)
 HE HAS HELPED ME WITH MANY WORK RELATED ISSUES (And hundreds of others)
 YES, VERY COMFORTABLE (Thank you.)
 AS MUCH AS POSSIBLE (I help as much as possible)
 ON COMREL PROJECTS (My programs won many community service awards)
 NOT EVERYONE DISLIKES CHAPS (Thank you.)
 HE OFFERS MORE THAN ONE TYPE OF RELIGIOUS SERVICE (I facilitate for all faiths)
 HE HAS HAD MULTI-FAITH MEETINGS IN THE PAST (Many times, before and after surveys)
 HE RELATES TO PROTESTANTS BETTER SO OTHERS FEEL NEGLECTED (I do my best)
 VERY QUALIFIED (I prepared for 7 years. Thank you)
 CHAPS IS VERY APPROACHABLE (Thank you. My door is open 24/7.)

CHAPS IS WELL EDUCATED	(Two masters and working on PhD)
CHAPS HAS HIS OWN WAY OF THINKING	(Yes I do)
GREAT GUY	(Thank you.)
CHAPS PREACHES MY RELIGION	(I try to preach God's religion)
CHAPS IS MORE THAN QUALIFIED	(Thank you.)
YES, BIBLE DEVOTIONS AND 40 DAYS OF LEARNING	(Two of many programs I run)
IT MOTIVATES ME TO LEARN AND DO THINGS BETTER	(I like motivating Sailors for good)
TALKING WITH CHAPS HAS MADE ME FEEL STRONGER ABOUT MY BELIEFS	(I'm glad)
WHEN I NEEDED TIME TO WORSHIP IT WAS GIVEN TO ME	(I help all who ask)
MORE PROGRAMS LIKE 40 DAYS	(Marriage classes, anger management, suicide awareness, etc.)

***And my favorite survey written comment, which I read on two handwritten survey sheets:
 IS THIS A WITCH HUNT? (The CO admits in Appendix D he launched this survey due to my sermon)

SURVEY CONCLUSION: You be the judge: If Sailors voluntarily attend the base chapel to hear optional sermons advertised as Christian events, don't they forfeit their right to complain about the scriptures they hear? But CAPT Carr punished me for quoting the Bible during my sermon, using the vocal minority's complaints in this survey to enforce the state's censorship upon the church, trampling underfoot the First Amendment of the US Constitution he swore to uphold, and violating Title 10, US Code Section 6031, Chaplains: "An officer in the Chaplain Corps may conduct public worship according to the manner and forms of the church of which he is a member." The survey isn't legally enforceable as a tool by which my sermons can be measured or punished. The survey is legally irrelevant.

Yet 84% of the crew responded favorable or neutral to Q8: "The command chaplain cares for all denominations, regardless of faith or belief." They knew I cared, because I do, and always will care for them, very deeply. I consider them as sons, even those who reject me. That's how God feels about them, and so do I. And deep down, they all know it.

(Note on next page F18, Survey Administrator CERTIFIES my mathematics on both surveys.)

Gordon James Klingenschmitt

From: [REDACTED] GSEC
Sent: Thursday, February 24, 2005 3:14 PM
To: Klingenschmitt, Gordon James LT
Subject: RE: Command religious survey

Sir,
Your percentages look good.
V/R GSEC(SW) [REDACTED]

-----Original Message-----

From: Klingenschmitt, Gordon James LT
Sent: Tuesday, February 22, 2005 2:20 PM
To: [REDACTED] GSEC
Subject: RE: Command religious survey

Chief [REDACTED]

I add the percentages on each question, creating two categories, "percent unfavorable" and "percent favorable + neutral" and compiled the sums in my attached document.

Would you please double-check my math, and then certify this document's accuracy in an email to me?

The CO wants to debrief this with me, and I want to ensure my math is correct before I take that meeting.

R, Chaps

<< File: MySurveyResults.doc >>

27 July 2004

From: Command Managed Equal Opportunity Officer, USS ANZIO (CG 68)
To: Commanding Officer *[Signature]*
Via: Executive Officer, USS ANZIO (CG 68) ✓
Info: Command Master Chief, USS ANZIO (CG 68)

Subj: Report of Command Religious Ministries Program Survey Results

Encl: (1) Command Religious Ministries Program Survey
(2) Survey Results
(3) Graphical Chart of Survey Results
(4) Written Responses
(5) Graphical Chart of Written Responses

1. Purpose. A Command Religious Ministries Program Survey was conducted from 1-24 Jul 2004 using Encl (1). The results have been charted in Encl (2) and (3). The goal of the survey was to assess the feelings of the crew regarding the overall effectiveness and impact of the Command Chaplain and Religious Ministries Program.

2. Demographics. Inport Duty Section Leaders distributed the surveys to their respective sections. Completed surveys were then turned in to Command Duty Officers with Eight O'clock Reports. Complete confidentiality was achieved while giving the opportunity for All Hands to complete the survey. Due to the subject of the survey and localization of questioning, no demographic data was applicable for this survey.

3. Discussion. A locally generated survey, Encl (1), was developed IOT ensure ANZIO specific items were addressed WRT the Command Religious Ministries Program. The survey consisted of nine multiple choice and two open-ended questions. The possible multiple choice question responses were Strongly agree (A), Agree (B), Neither agree nor disagree (C), Disagree (D), and Strongly disagree (E). All questions requested explanations of the answers that were given. Encl (2), (3), and (4) were developed to organize the responses to facilitate evaluating the results of the survey.

4. Survey Results. It is best to look at these results by individual questions. The numerical averages and percentages were obtained from each individual question. For example, there is no value at looking at the total number of Strongly agree responses. For evaluation purposes, the letter responses were assigned numerical values to place a measurement scale on the survey results (i.e., A=1, B=2, etc.). All questions were worded positively; therefore averages less 3.0 resulted in positive responses. Averages above 3.0 are regarded as negative responses.

A. Encl (2) provides the number of responses for each multiple-choice question. The average column represents the numerical average of responses for each

individual question. The range of the average for all multiple-choice questions is 2.93 to 3.37.

- B. Encl (2) also provides each multiple-choice question's percentage of responses. This allows one to view the percentage breakdown of responses for each individual question.
- C. Encl (3) provides a visual aide to better view the number and types of responses for each multiple-choice question.
- D. All surveys were read in their entirety. Encl (4) provides a summary of ALL written comments provided by the crew for ALL questions, broken down by positive and negative categories. Only 37% (80 of 215) of the personnel completing the survey provided valued comments for at least one of the eleven questions (i.e., written responses ranged from one question to every question). All general comments (or otherwise deemed not useful) were omitted. Many questions had similar responses to questions. To avoid multiple line items for the same response, a number was placed in front of the comment to indicate the number of responses of this type.
- E. Encl (5) provides a visual aide to better view the number of positive versus negative comments for each question. Again, all question responses should be looked at on a question-by-question basis.

5. Conclusion. Based on the nature of the survey and line of questioning, it is very easy to show the results using the provided enclosures. A very interesting finding is the total average of the multiple-choice question averages was 3.00. Also, each question's graphical response results show a close resemblance of a bell-shaped curve. Depending on the question, most were slightly skewed to the positive or negative side. Of the eighty people responding with written comments, the majority of the comments were negative. Encl (5) is a useful tool to view the number and types of comments provided for each question.

Very respectfully,


J.M. F.