



**DEPARTMENT OF THE ARMY**  
**UNITED STATES ARMY JOHN F. KENNEDY SPECIAL WARFARE CENTER AND SCHOOL**  
**3004 ARDENNES STREET, STOP A**  
**FORT BRAGG, NC 28310-9610**

AOJK-GRP-ED

MEMORANDUM FOR RECORD

SUBJECT: Timeline of events

1. This memorandum sets forth the timeline of events, and my intent and actions, in connection to the 9-11 February Strong Bonds marriage retreat. My responsibility for this event was to facilitate the training IAW standing Chaplain CORPS, endorser, and Strong Bonds policy and regulatory guidance. SSG [REDACTED], [REDACTED] Religious Support Specialist, was responsible for all event logistics and coordination with NCI as the [REDACTED] Strong Bonds program manager.

2. Thursday, 25 January 2018:

- SSG [REDACTED] emailed the event flyer/invitation with guidance and the link for all interested HHC, [REDACTED] to register for the 9-11 February Strong Bonds event.
- I later received an email from SSG [REDACTED] referencing SGT [REDACTED] interest in the 9-11 February event.
- I decided to reach out to SGT [REDACTED] in response to the email traffic between SGT [REDACTED] and SSG [REDACTED] who cc'd me on her follow up contact with SGT [REDACTED].
- **During the day, while at JFK Memorial Chapel, I advised CH (LTC) [REDACTED] that we may have a same-sex couple interested in the upcoming Strong Bonds event and that I we may have to reschedule the event. We briefly talked about the normal three (3) COAs relative to such situations.**
- I had a medical procedure that afternoon and went home to recover the remainder of the day and most of Friday, 26 January.

3. Friday, 26 January 2018: I

- I came to work for a short time and to meet with a member of the Regional Analysis team related to rising tensions and distressing workplace issues in the department.
- I left work early due to pain and discomfort.
- Registration for the event closed (NCI policy closes registration 15 days prior to the event).
- I do not recall any correspondence with SSG [REDACTED].

4. Monday, 29 January 2018:

- I had three (3) counseling appointments during the workday in addition to catching up on other work requirements from the previous week.

- I do not recall the exact time, but I went to the [REDACTED] office to reach out to SGT [REDACTED] but she was not in the office.
5. Tuesday, 30 January 2018:
- I had two (2) counseling appointments and a dental appointment.
  - Provided chaplain support to the [REDACTED] OIC, CPT [REDACTED], as his wife and children were involved in an automobile accident that resulted in his son being hospitalized.
  - Following an afternoon dental appointment, I went to [REDACTED] to go with SSG [REDACTED] to see SGT [REDACTED], but neither SSG [REDACTED] nor SGT [REDACTED] were in their offices.
6. Wednesday, 31 January 2018:
- I had a morning counseling, a meeting with a Regional Analysis instructor, and preparation for the JFK Memorial Chapel service and pastor's meeting the following day.
  - **Ms. [REDACTED] (NCI) sent me an email referencing the final roster (3:54pm) and in my response (4:19pm) I stated that we were tracking 9/10 slots filled.**
7. Thursday, 1 February 2018:
- Following two (2) counseling appointments I went to [REDACTED] and SGT [REDACTED] was in her office. In consideration of her privacy, not knowing if her marriage was common knowledge among the others in the office, I asked if she wanted to walk outside to talk about the event.
  - Although the passing of the registration deadline did not come to mind, I respectfully and considerately talked with SGT [REDACTED]. (I had tried to make contact with her multiple times between Monday and Wednesday of the week).
  - I described the scope of restriction on me as an SBC endorsed Chaplain but that Strong Bonds are open to all Soldier in the unit, and that it was my priority and responsibility to ensure she and her spouse could participate in the upcoming event or a subsequent event.
  - I concluded by asking if she had any questions or needed anything of me, and that I would work on making it happen for her and her spouse. SGT [REDACTED] did not ask any questions or have any concerns that she shared at that time.
  - **After talking with SGT [REDACTED], I informed COL [REDACTED] of my discussion with SGT [REDACTED].**
  - At approximately 1700 SFC [REDACTED] came to JFK Memorial Chapel looking for CH [REDACTED]. When SFC [REDACTED] saw my nameplate, he asked if we could talk and stated that no complaint had been filed, that he was gathering information for consideration. He asked about my denominational (endorser) restrictions and as I attempted to explain he said that my description sounded "discriminatory." I asked if he would like to set an appointment with CH [REDACTED]. I called CH [REDACTED] and they set an appointment for 0900, Friday, 2 February 2018.
8. Friday, 2 February 2018:
- Meeting between CH [REDACTED] and SFC [REDACTED].

- Later that day CH [REDACTED] and I discussed the COAs again (COAs being: 1-continue with the event as scheduled, 2-cancel, 3-coordinate with an unrestricted facilitator who could conduct the event on the published date, or 4-reschedule the event with an unrestricted facilitator).

9. Monday, 5 February 2018:

- Further discussion about the COAs with CH [REDACTED] resulted in the decision to find out if we could in fact reschedule the event. The singular motivation for this action was simply to take care of a Soldier by going the extra mile to provide the opportunity for SGT [REDACTED] and her spouse to attend this Strong Bonds event.
- Contacted USASOC Strong Bonds manager, CH [REDACTED], to inquire about the feasibility of rescheduling the event.
- Contacted NCI, Ms. [REDACTED], to find out if the venue would be available 23-25 February.

10. Tuesday, 6 February 2018:

- I contacted CH [REDACTED], [REDACTED] Chaplain, to find out if she could facilitate the event on the published date. She could not but offered to facilitate the event 23-25 February.
- Confirmed rescheduling of the event with CH [REDACTED] and Ms. [REDACTED], and for CH [REDACTED] to facilitate the event.
- Coordinated with SSG [REDACTED] to inform prior registrants of the change and to reopen registration

11. As a US Army Chaplain I have always prioritized people and relationships. Perform or provide is centered in demonstrating support for every Soldier and Family for whom I am responsible and who are entrusted to my care.

12. SGT [REDACTED] and her spouse registered for the rescheduled event, but unfortunately, they did not attend the event.

13. The point of contact for this memorandum is the undersigned at [REDACTED].

///// ORIGINAL SIGNED/////

[REDACTED]  
MAJ, CH  
JFK Special Warfare Education Group