

# Religious Program Volunteer

Saturday April 5, 2003

**Orientation: 9 am - noon**

**Session Leaders: Captain Baldwin & Dr. Pace**

**Ministry Training: 1 - 3:45 pm**

**Session Leader: Dr. Pace**

**Please Sign In & Fill Out Attendance Form**

# Morning Introductions

- **Session Leaders: Captain Baldwin & Dr. Pace**
- **Other HCDC Personnel & CJM Chaplains**
- **Orientation Participants**



## Handout Materials:

**Agenda**

**Jail Inmate Characteristics**

**HCDC Volunteer/Outside Agency Staff *Handbook***

**HCDC Volunteer/Outside Agency Staff *Agreement***

**CJM Confidentiality Policy**

**CJM Brochure**

# **Why a Required Orientation?**

## **HCDC leadership:**

- **wants all HCDC programs (including religious services) to be of the highest quality**
- **wants all HCDC volunteers to fully understand the HCDC environment so that they can function safely and effectively**

**Formal training/orientation appears to be the best way to ensure these goals are met**

# Agenda

**9-9:15**            **Introductions**

**9:15-10:15**      **HCDC -- *Captain Baldwin***

*Break*



**10:30-11:30**    **HCDC Religious Programs – *Dr. Pace***

**11:30 – noon**   **CJM – *Dr. Pace***

# **Orientation & Ministry Training Quarterly Opportunities**

- **Three-hour basic orientation session at HCDC (required)**
- **Three-hour ministry training session at HCDC**
- **Other by special arrangements with CJM chaplains**

**(J-900 pp. 4-6) Special Status allows a volunteer to function temporarily (6 weeks or less) until Regular Status is obtained.**

# **HCDC Rules for Religious Volunteers**

## **Topics**

**HCDC Policy & Procedure J-900 (Religious Services)**

**Volunteer/Mentor Application and Reference Forms**

**Policy Acknowledgment Forms**

# **HCDC Policy & Procedure J-900 (Religious Services)**

**We will go through this document thoroughly**

## **Overall Policy & Procedure (pp. 1-2):**

- inmate religious preference honored & respected**
- inmate religious program participation is voluntary**
- religious programs/ministerial visitation allowed to the fullest extent possible consistent with HCDC security and administrative concerns**

# **HCDC Policy & Procedure J-900 (Religious Services) -- continued**



## **Role of CJM Chaplains (pp. 2-3):**

- CJM Chaplains report to Director of Corrections**
- Responsibilities:**
  - minister to HCDC personnel, inmates, & families**
  - lead religious programs (plan, develop, admin)**
  - manage religious volunteers**
  - create community awareness of HCDC programs**

# Chaplain Assistant

**Lay person with specified leadership responsibilities**

**Functions under CJM Lead Chaplain**

**Requires at least a year involvement with CJM**

**Appointed for a year, but renewable without limit**

**At present, one for females and one for males**



# **HCDC Policy & Procedure J-900 (Religious Services) -- continued**

**Chaplain Volunteer Management responsibilities (p. 3):**

- determine number/kinds of volunteers needed**
- recruit/screen prospective volunteers**
- orient volunteers & train them as needed**
- supervise volunteers (& “fire” them if required)**

**Being a HCDC religious volunteer is a privilege (vice right)**

**HCDC Director of Corrections is the final authority about religious programs at HCDC**

# **HCDC Policy & Procedure J-900 (Religious Services) -- continued**

## **Religious Program Visits (p. 4):**

- Clergy Non-Contact Visits**
- Contact Visits:**

**Restricted to Clergy and Volunteers with HCDC security clearance (Regular or Special Status)**

**Volunteer participation in religious programs at HCDC require HCDC security clearance**

**Security clearance means Upper Control has a “face card” for the religious program volunteer.**

# **HCDC Policy & Procedure J-900 (Religious Services) -- continued**

## **HCDC Security Clearance for Religious Program Volunteers**

- Application: get from/return to a CJM chaplain (pp. 4-5)**
- Special Status for temporary (up to 6 weeks) activities  
(requires specific info & signed Principles of Conduct)**
- Regular Status (pp. 5-6)**
  - requires orientation**

# Principles of Conduct

J-900 pp. 6-8

- 1. All religious programs at HCDC must comply fully with both the letter and the spirit of HCDC regulations. HCDC has many security, legal, and practical concerns which those involved in religious programs only partially understand, and, in some cases, may not understand at all. In any case, it must be recognized that HCDC policies and regulations reflect these concerns and those involved in religious programs at HCDC must comply fully, if they are to retain the privilege of ministering at HCDC.**

# Principles of Conduct

J-900 pp. 6-8 (continued)

**2. Those involved in religious programs at HCDC should never criticize HCDC, its policies, or rules to inmates. If it is believed that problems exist or that changes are needed, these should be discussed with one of the Chaplains. If discussion with one of the Chaplains does not lead to an acceptable resolution of the situation, then it should be discussed with HCDC administrative leadership.**

# Principles of Conduct

J-900 pp. 6-8 (continued)

**3. Those involved in religious programs at HCDC should refrain from criticism to inmates of other religious groups. The place for emphasizing a denomination or church's distinctive doctrines or the practices of one's particular group is outside the correctional institution, not inside HCDC. Inside HCDC the emphasis must be on turning men and women from evil to good. Proselytizing and disparaging religions is prohibited.**

# Principles of Conduct

**J-900 pp. 6-8 (continued)**

**4. Those who minister at HCDC must be dependable. They must perform their ministry at the assigned time (including adhering to the stipulated closing time). They should arrive at the HCDC Upper Control at least 15 minutes prior to the scheduled starting time. In those cases where circumstances prevent performance of a scheduled activity, notice must be given at least 24 hours before the scheduled activity so that a substitute activity may be provided, if appropriate. In giving such notice the volunteer should talk directly to one of the Chaplains or leave a message on the CJM telephone [410-997-0253] and talk directly to the Deputy Director at HCDC. It is very bad for morale, and has a negative impact on other parts of the program, when expected activities are not held.**

# Principles of Conduct

J-900 pp. 6-8 (continued)



5. Activity reports *must* be completed *in full* for each religious activity/program conducted inside HCDC and turned-in to one of the Chaplains or the Correctional Officer in Upper Control upon completion of the activity. These reports are used to compile data necessary for issuing reports as to the level of activities within HCDC to various parts of the Howard County government and others. **Habitual failure to submit fully completed activity reports can result in the loss of ministerial privileges at HCDC.**

# Principles of Conduct

J-900 pp. 6-8 (continued)

**6. Do not give an inmate anything (other than a religious tract or typed/photocopied lesson plan) without explicit permission from one of the Chaplains or from the Shift Leader in the absence of a Chaplain.**

**7. Do not make unconditional promises to inmates. Always reserve the right to do otherwise if circumstances warrant. It is very important to be careful about your promises. Do not make them lightly. Demonstrate your faithfulness and help the inmates increase their faith.**

# Principles of Conduct

J-900 pp. 6-8 (continued)

**8. As a religious volunteer, you are not at HCDC to be a lawyer or a doctor. You are at HCDC to help people spiritually. Do not offer advice about the inmate's legal or medical situation.**

***Acknowledgment:* The volunteer acknowledges by their signature on a copy of the Principles of Conduct, which is kept in on file, that failure to abide by the Principles of Conduct, as set forth above, will result in the loss of their privilege to participate in religious programs at HCDC.**

# **Specific Ministry Guidelines**

**J-900 pp. 8-10**

**The guidelines describe notification requirements and normal limits on types and numbers of volunteers permitted in various activities.**

**Exceptions to these guidelines require:**

- explicit permission from one of the HCDC Chaplains**
- and**
- authorization from the HCDC administration**

# Specific Ministry Guidelines

## Sunday Worship Services (J-900 p. 8)

- **Up to ten (10) individuals as part of the group providing the service**  
More than this number in the group requires special permission from one of the Chaplains and authorization from the HCDC administration.
- **Submit a list to one of the Chaplains at least 3 days in advance of all persons attending the Sunday worship service**
- **Identify any individual in the group who has previously been incarcerated.**  
Following review by the HCDC administration, the church will be notified prior to the Sunday they are scheduled for as to whether or not there is any individual who will not be allowed to enter HCDC for purposes of participating in the Sunday worship service.

**Failure to comply with this procedure can result in loss of ministerial privilege at HCDC for the church/group.**

# HCDC Sunday Worship Services

<u>Sunday</u>	<u>Men's Services</u>	<u>Women's Services</u>
1 <sup>st</sup>	Chaplain Nichols	Chapelgate Presbyterian
2 <sup>nd</sup>	Community Baptist	Mt. Pisgah AME
3 <sup>rd</sup>	Carney AoG	Carney AoG
4 <sup>th</sup>	Rotation Churches	Community Baptist
5 <sup>th</sup>	Gideons	Gideons Auxillary

# **Specific Ministry Guidelines**

## **INS Worship Services (J-900 p. 8)**

### **Wednesday Nights**

**INS worship services are led only by individuals who have Regular (continuing) Religious Volunteer Status; there may be up to two visitors participating in such a service who have Special (temporary) Religious Volunteer Status.**

# Specific Ministry Guidelines

## Bible Studies (J-900 p. 9)

**Bible Studies: New Believers' Class; Christian 12-Step; Christian Video; Discipleship/General Class; Small Groups**

**Classes are led only by individuals who have Regular (continuing) Religious Volunteer Status; there may be up to two visitors participating in such a class who have Special (temporary) Religious Volunteer Status. No more than three religious volunteers should participate in a class without special permission from one of the Chaplains and the HCDC administration.**

# **Specific Ministry Guidelines**

## **One-on-One Discipleship Program (J-900 p. 9)**

**One-on-One Discipleship Program sessions are restricted to inmates and their assigned religious volunteer who have been specifically approved, in writing, by one of the Chaplains for this program.**

**Sessions are led by individuals who have Regular Religious Volunteer Status; there may one visitor attending such a session who has either Regular Status or Special Status for introductory/training purposes.**

# Specific Ministry Guidelines

## Pastoral Counseling (J-900 pp. 9-10)

**One-on-One sessions by Chaplains,  
Two-on-One sessions by Chaplain & wife,  
One-on-One sessions by clergy  
with Regular Clearance**



**Only the Chaplains, their wives, & approved clergy are eligible  
for this ministry.**

# Specific Ministry Guidelines

## Literature Distribution/Ice Breaking (J-900 p. 10)

*Christian Literature Distribution* is done by individuals who have **Regular Status**; there may one visitor who has either **Regular Status** or **Special Status** accompanying the regular volunteer for introductory/training purposes.

*Ice Breaking* is performed by individuals who have **Regular Status**; there may one visitor who has either **Regular Status** or **Special Status** who is accompanying the regular volunteer for introductory/training purposes

# Specific Ministry Guidelines

## Special Events (J-900 p. 10)

**Special Events: Choirs, Handbell Choirs, Drama Teams, Bands, etc.**

- **HCDC Admin determine arrangements case-by-case**
- **Up to 30 individuals may be involved in a special event**
- **Group must notify the chaplain 2 weeks in advance of any members who have been incarcerated**  
**[HCDC Admin will determine their participation]**

# HCDC Awareness

## Key HCDC staff positions (and their phone numbers):

- Shift Leader (ext. 5241)
- Main Control (ext. 5247 or 5248)
- Upper Control (ext. 5200 or 5223)

**Use phone in Chaplain's Office when required**

# **Volunteer/Mentor Application and Reference Forms**

## **CJM Chaplains:**

- **provide forms for prospective volunteers**
- **review completed forms: completeness, indications of personal stability, wholesome relationship with a congregation, and competence for task**
- **arrange for “face cards” of approved volunteers**

**HCDC reviews for criminal records**

# Policy Acknowledgment Forms

**Volunteer approval and a “face card” requires:**

- **completed & approved application**
- **HCDC Volunteer/Outside Agency Staff *Agreement***
- **CJM Confidentiality Policy**

# HCDC Religious Programs Overview

**Goal:** to have all religious programs work together  
to provide maximum benefit for inmates & their  
families

**How:** help everyone to see how his or her activities fit  
into the total program

**Basis:** all in HCDC religious programs are committed  
to serving God and the well-being of inmates &  
their families

# **HCDC Religious Programs Overview (continued)**

## **Topics:**

**Group Activities**

**Individual Activities**

**Other Activities Inside HCDC**

**Related Activities Outside HCDC**

**Focus: What & How to help most**

# **HCDC Religious Programs Group Activities**

**WHAT:** Sunday Worship Services, new believer classes,  
Bible classes, Christian 12-step programs,  
Christian videos, other groups, & special programs

**Most inmates have several (3-5) group opportunities per week.**

**Encourage inmates to participate fully in these so that they can be kept motivated and make sustained progress.**

# **HCDC Religious Programs Individual Activities**



## **What:**

**Bible correspondence courses, pastoral counseling,  
one-on-one discipleship, Christian literature**

**Constructive use of time by inmates is important.**

**Individual activities have many side benefits:**

- improved reading skills (literature & Bible courses)**
- more self-understanding & better self-control**

# **HCDC Religious Programs Other Activities Inside HCDC**

**What:** secular rehabilitation efforts (such as substance abuse & education programs) can help and inmates should be encouraged to use them to help themselves

**Development of self-discipline and good habits (such as maintaining a self-study schedule -- instead of wasting hour after hour in idleness) will help prepare an inmate for success upon return to society**

# **HCDC Religious Programs Related Activities Outside HCDC**

## **What:**

- **grading inmate Bible correspondence lessons**
- **toiletries for indigent inmates**
- **After Care for former inmates and their families (social help and assistance in establishing a viable and sustained church connection)**
- **Christmas items and school supplies for inmate children**
- **increasing community awareness about ministry to prisoners and their families**

# **Christian Jail Ministry (CJM)**

**(see CJM brochure & CJM website: [www.christianjailministry.org](http://www.christianjailministry.org))**

**History:** started 1979

**Board (pastors, vols, HCDC leaders)**

**Philosophy:** based upon Christ's power to change

**help for all**

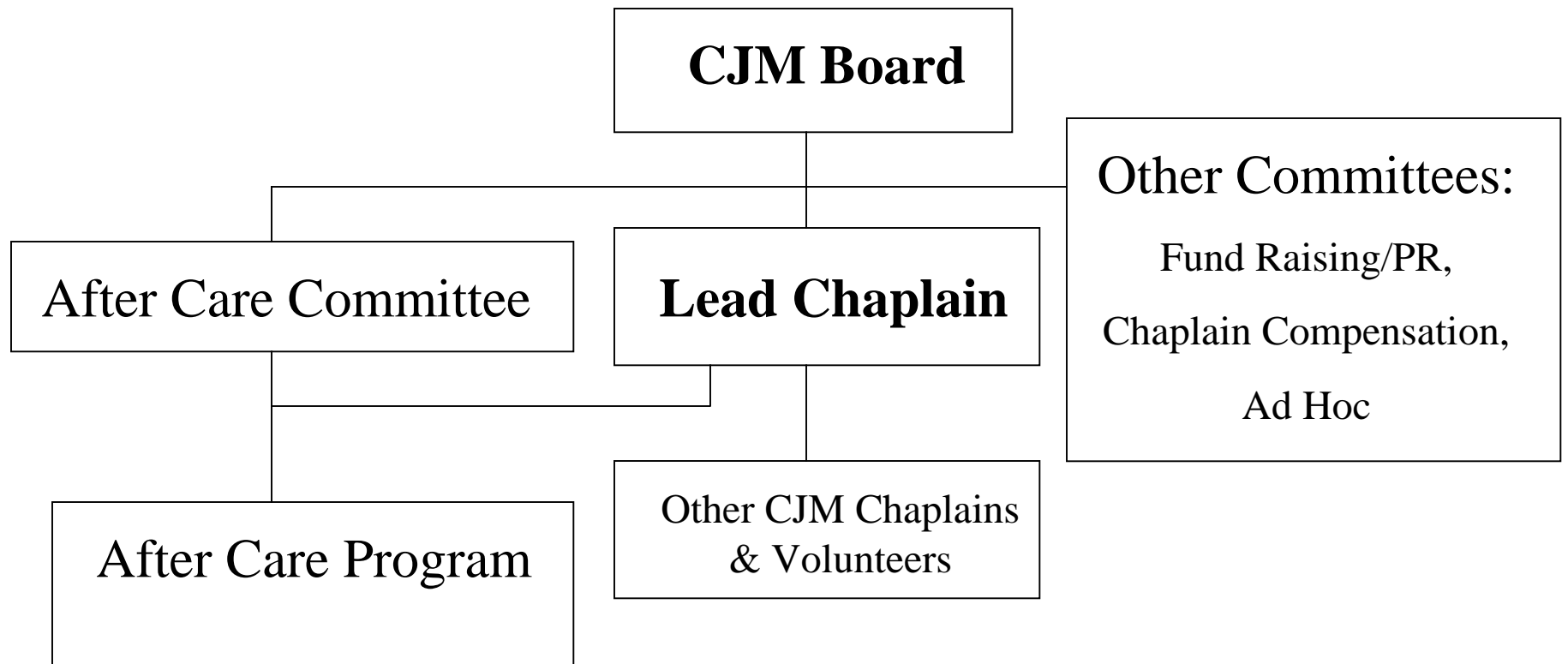
**community based & responsible**

**Support:** solely by contributions from

**- several dozen area churches**

**- few civic groups & businesses**

# Christian Jail Ministry, Inc. (CJM) Organizational Chart



**Notes:** The CJM Lead Chaplain provides executive direction for all CJM activities. CJM After Care Program collaborates with Howard Baptist Association Care Now Program.

*Churches/Groups Involved with CJM*

**Church/Group Providing Financial Support in Recent Years**

**Bethany Lane Baptist**

**Bethel Baptist**

**Bethel Korean Presbyterian English Ministry**

**Chapelgate Presbyterian**

**Christ Episcopal**

**Christ Memorial Presbyterian**

**Columbia Baptist Fellowship**

**Community Baptist**

**Covenant Baptist**

**Covenant Community Church**

**Crossroads Assembly of God**

**Crossroads Church of the Nazarene**

**Don Coward Evangelistic Association**

**Elkridge Baptist**

**First Baptist Church of Guilford**

**First Baptist Church of Savage**

**First Christian Community**

**First Presbyterian Church of Howard County**

**Friendship Baptist Church**

**Gethsemane Baptist**

**Glen Mar UMC**

**Gospel Tabernacle Baptist**

**Grace Chapel**

**Grace Community Church**

**Liberty Baptist**

**London Village Baptist Chapel**

**Long Reach Church of God**

**Mid-Maryland Baptist Assn**

**Mr. Hebron Baptist**

**Mt. Pisgah AME**

**Mt. Zion UMC (Highland)**

**Presbytery of Baltimore**

**Rockland UMC**

**Sandy Spring Monthly Mtg -- Friends**

**South Columbia Baptist**

**St. James UMC**

**Wildwood Baptist**

**Clarksville Lions Club**

**Columbia Foundation**

**Columbia Town Ctr/Elkridge Rotary**

# Churches Involved with CJM (cont'd)

## Churches Providing Facilities

Bethel Baptist (Bible course grading office  
& 2000 volunteer dinner)  
Chapelgate Presbyterian (1998/2002 volunteer dinners)  
Christ Episcopal (office space 2001-2002)  
Christ Memorial Presbyterian (committee mtgs)  
Community Baptist Church (1999 volunteer dinner)  
Covenant Baptist (counseling space)  
Glen Mar UMC (1997/2001/2003 volunteer dinners)  
Grace Community (monthly training sessions)  
Mid-Maryland Baptist Association (committee mtgs)  
Mt. Zion UMC (1998/1999/2001/2002 concerts &  
committee mtgs)

## Churches Providing Social Help

### Christmas items for inmate children:

Bethel Korean Presbyterian  
Chapelgate Presbyterian  
Christ Memorial Presbyterian  
Community Baptist  
Covenant Baptist  
Liberty Baptist  
Long Reach Church of God  
Mt. Zion UMC (Highland)

### Christmas items for inmates:

Covenant Baptist  
The Gideons

### Toiletries for Indigent Inmates:

Antioch Temple Church of God in Christ  
Grace Community  
Glen Mar UMC

# Churches Involved at HCDC

## Churches Involved as Church Groups

### Sunday Services/Bible Classes/Special Programs

Alleluias  
Bethel Baptist  
Carney Assembly of God  
Chapelgate Presbyterian  
Community Baptist  
Covenant Baptist  
First Baptist of Savage  
Gethsemane Baptist  
Gideons  
Grace Community  
Long Reach Church of God  
Mid-Maryland Baptist Association  
Mt. Pisgah AME  
Mt. Zion UMC  
South Columbia Baptist  
Westminster Rescue Mission

## Groups Coordinated by CJM but not formally part

of CJM Ministry: Muslim Imam, Catholic Services, Group led by Mr. Davis: 1st Baptist (Guilford), Gospel Tabernacle Baptist, Mt. Hebron Baptist, & New Revelation Baptist

## Churches Providing Significant Numbers of Individuals in CJM Programs

All Saints Chapel (Episcopal)  
Bethel Baptist  
Chapelgate Presbyterian  
Christ Memorial Presbyterian  
Columbia Community  
Community Baptist  
Covenant Baptist  
Crossroads Church of the Nazarene  
Elkridge Baptist  
Friendship Baptist  
Gethsemane Baptist  
Glen Mar UMC  
Grace Community  
Hope Baptist  
Liberty Baptist  
Long Reach Church of God  
Mt. Pisgah AME  
Mt. Zion UMC  
South Columbia Baptist

# Conclusions

**HCDC religious programs are important and have a significant impact on inmates.**

**This orientation should help you to understand the current environment at HCDC and equip you to function effectively with it.**

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# Questions

# **Jail Ministry Training**

## **Saturday, April 5, 2003**

Provided by:

**Christian Jail Ministry, Inc.**

P. O. Box 2050

Ellicott City, MD 21041

(410) 997-0253

# Agenda

- ➔ **The Local Church & Ministry to Prisoners**
- **Conversion, Rehabilitation, Discipleship, & Follow-up**
- **Break**
- **Inmates & What to Expect from Them**
- **Problems & Concerns in Ministering to:**
  - Inmates, Their Families, and**
  - Correctional Institution Staff Members**
- **Conclusion**

# Primary Missions of the Local Church

- **Worship**
- **Fellowship**
- **Training**
- **Outreach**
  - **Evangelism**
  - **“Edification” of society (all dimensions of help)**
  - **Missions: local, national, abroad**



# Challenges for the Local Church

- **Finding time & resources for ministry to prisoners in view of the many other areas competing for the time & resources of the church and its people**
- **Prioritization of ministry to prisoners:**
  - **Area inmate families and releasees** (i.e., former inmates)
  - **Area inmates (jail and/or prison)**
  - **Others:**
    - **Support activities** (e.g., Bible societies, literature sources)
    - **Distant ministries to prisoners**

# **Opportunities for the Local Church to Minister to Prisoners**

- **Praying** (Hebrews 13:3)
- **Visiting Prisoners** (Matthew 25:36)
  - As an individual
  - As part of a church endeavor
  - In cooperation with a prisoner ministry organization
- **Ministering to Inmate Families & Releasees**
- **Supporting Prisoner Ministry Organizations**
- **Calling for Social Justice**  
(locally, state-wide, nationally, worldwide)

# Praying for Prisoners & Ministries to Them

- **General Needs for All Prisoners**
  - Right relationship with God
  - Safety, health, and wholesome emotional state
  - Well-being of their families
- **Special Needs for Christian Inmates**
  - Fellowship
  - Service (i.e., ministering to others)
- **Needs of Ministries to Prisoners**
  - Wisdom
  - Resources (people, funds, facilities, etc.)
  - Encouragement & strength

*CJM website as means of staying informed about needs*

# Visiting Prisoners



- **As an individual**
  - Many institutions restrict this kind of ministry except for participation in established programs at the institution
- **As part of a church endeavor**
  - Special, “one time” events like a Christmas program
  - Regular worship services, Bible classes, etc.
  - As part of the institution’s rehabilitation programs (e.g., literacy training)
- **In cooperation with a prisoner ministry organization**  
(CJM is such as organization and illustrates the many ways that a person can be involved)

## **Illustrative Roles in Ministry to Prisoners**

### **Administrative/facilities help:**

- clerical**
- phone coverage**
- receptionist**
- secretarial**
- maintenance**
- website help**

**Bible teaching team**

**Bible lesson grading**

**Church liaison**

**Counseling**

**Discipleship training**

**“Follow-up”**

**Fund raising**

**“Ice breaking”**

**Literature distribution**

**Mentor**

**Music**

**(group or individual,  
vocal or instrumental)**

**Public Relations (PR)**

**Showing videos**

**Transportation**

**Worship services**

# Ministering to Inmate Families & Releasees

- **Potential Problems**

- “Cultural” differences re worship style (music, dress, activities, etc.)  
They may uncomfortable with the congregation and vice versa
- Congregation may not know how to help people with complex needs
  - Food, clothing, shelter, joblessness, no transportation, and legal problems (such as lack of birth certificates, medical records, etc. for children)
  - Geography and lack of public transportation may limit help

- **Suggestions**

- Get training and guidance (from CJM or similar organization)
- Assign particular individuals to mentor/help/work with these people
- Expect failures as well as successes

# Supporting Prisoner Ministry Organizations

- **Financial Support**

(through overall church budget, special offerings, from groups within the church, or by encouragement of contributions from the church's members)

- Unrestricted gifts to the organization's general fund
- Designated gifts for particular projects
- Gifts of equipment and other items

- **Facilities Support**

- “One time” use of church facilities (e.g., CJM dinner at Glen Mar UM)
- Continuing use of church facilities  
(e.g., Bible grading at Bethel Baptist & training session at Grace Community)

- **People** (encouraging church groups such as a choir and individuals)

# Calling for Social Justice

- **Churches and their people should set examples of the highest ethical standards and behavior (Matthew 5: 13 & 16)**
- **Organizations ministering to prisoners must choose:**
  - **To minister as pastors and evangelists (CJM's choice)**
  - **To minister as prophets calling for reform**

[Normally an organization can not have unrestricted access to a correctional institution if that organization is too involved in calling upon society and its criminal justice institutions to mend their ways. There are many complications -- e.g., IRS tax exempt status may be denied groups to heavily involved in "lobbying."]
- **Churches may be led to support both kinds of activities**

# Section Comment

- **Churches not only have challenges and opportunities relative to ministry to prisoners, they also have Biblical responsibilities to minister to prisoners**
  - **it is not an option for those churches which are serious about pleasing their Lord.**
- **Ministry to prisoners has many dimensions, as illustrated by the material covered in this session**
- **Every church can be involved in ministry to prisoners**

# Agenda

- **The Local Church & Ministry to Prisoners**
  - ➔ **Conversion, Rehabilitation, Discipleship, & Follow-up**
- **Break**
- **Inmates & What to Expect from Them**
- **Problems & Concerns in Ministering to:**
  - Inmates, Their Families, and**
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# Conversion, Rehabilitation, Discipleship, Follow-up and their Relationships

## Basic Definitions:

**Conversion:** Regeneration; justification\*; salvation\*;  
the beginning of life with Christ; new birth

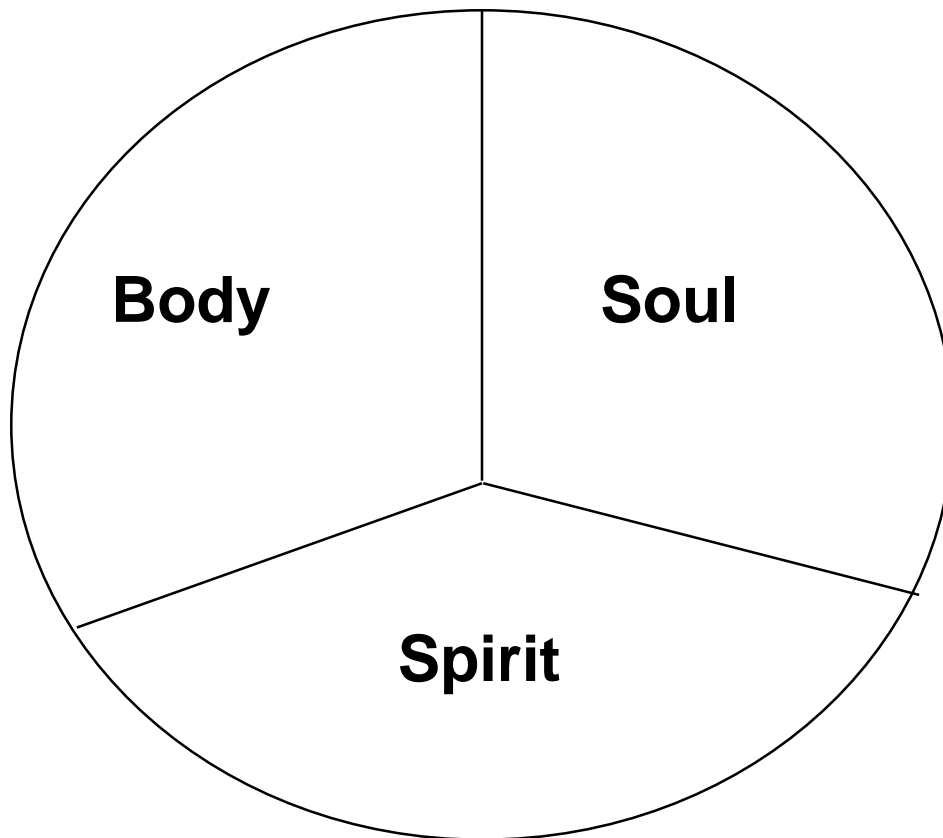
**Rehabilitation:** Restored to law-abiding behavior;  
brought back to right functioning

**Discipleship:** Training in Christian living; sanctification\*;  
spiritual growth; maturity

**Follow-up:** What a ministry does with one after conversion;  
in jail ministry: efforts with inmate families and  
efforts with former inmates of the institution

\*can have past, present, and future connotations

# The Nature of Man



**Body: physical**

**Soul: personality**

- intellect
- emotions
- will

**Spirit: key to eternity**

**Scriptures sometimes describe man as:**

- unity (Acts 27:37)
- bipartite (Matthew 10:28)
- tripartite (I Thess. 5:23)

# Aspects of Tripartite Man Impacted by Conversion, Rehabilitation, and Discipleship

**Conversion:** Spirit (directly; others only indirectly)  
Ephesians 2:1,5 (dead to life)

**Rehabilitation:** Soul (thought patterns and habits)

**Discipleship:** Soul mainly; Spirit some  
Titus 2:2 (illustrative)

**Impact of the Body on the Soul and Spirit:**

- **Body/soul relationship is only partially understood**
- **Genetics influence personality characteristics**
- **General health influences personality characteristics**
- **Body well-being is influenced by Soul and Spirit**

# Does Conversion Rehabilitate?

**The evidence of experience:**

**It can but does not always.**

**Theologically:**

**Converted people still sin**

**-- they usually sin in the ways they sinned before conversion**

**Practical implications:**

**Have (and give) realistic expectations**

**Four kinds of people:**

- Lost without pretense of being a Christian**
- Lost who pretends to be a Christian**
- Saved who are not living godly lives**
- Saved living godly lives**

**(Only God knows for sure -- this is not our job)**

# Discipleship Elements

**Discipleship starts with conversion**

**What causes conversion?**

- **Exposure to the Word (Romans 1:16)**
- **Work of the Spirit (John 3:3 & II Corinthians 4:3-4)**
- **Commitment of faith (Ephesians 2:8-9)**
- **Profession/confession of Christ (Romans 10:9-10)**

**Discipleship involves:**

- **Biblical knowledge**
- **Application of one's Biblical knowledge**
- **Fellowship (including motivation issues)**
- **Service/ministry/exercise of one's gifts**

**Discipleship is more than simple development of one's personality**

# Follow-up/After Care

**Follow-up involves a different relationship than that within the jail**

**Follow-up needs to focus upon helping the person to:**

- Become part of a local fellowship of believers**
- Be wise about relationships with former contacts**
- Have realistic expectations**
  - about self**
  - about others**
  - about the church**

**Follow-up effectiveness has to take a long view**

# Section Comment

**We must understand the nature of man properly in order to understand the relationships among conversion, rehabilitation, discipleship, and follow-up.**

**We need both a realistic and effective approach to these topics.**

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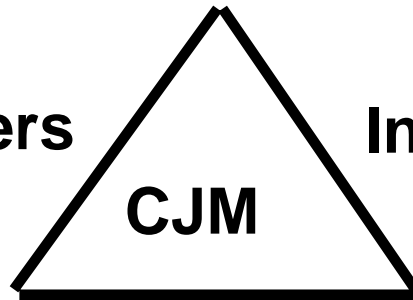
# CJM Areas of Concern

Challenge-Educate-Fellowship

## Churches & Community

Use/Fruit  
Fellowship  
Growth

**Volunteers**



**Inmates**

Conversion  
Spiritual Growth  
Fellowship  
Social Help

## Correctional Institution

Well-being

# Typical Volunteer Experience

Disturbed the first few times at the jail:

- locks, bars, and noise
- uncertainty about inmate attitudes
- “anxiety of the new”



CJM normally will have you go with experience people until it is clear that you are both comfortable with the jail environment and with your assignment

Excitement at seeing God work dramatically in lives

## **Inmates and What to Expect from Them**

### **Differences Between Jails and Prisons:**

**Jail: pre-trial, short sentences, operated by local jurisdiction  
=> high inmate turnover**

**Prisons: only convicted felons, long sentences,  
operated by state/federal authorities**

### **Who's at the Howard County Detention Center (HCDC, a jail)?**

**Anyone charged with a crime committed in Howard County  
plus a few INS detainees**

**usually 250-300 daily population -- 3,000 inmates a year (90% male)**

### **Characteristics Often True of Inmates:**

**(use jail inmate characteristics handout)**

**Bad family situations (many abused by family members)**

**Substance abuse problems**

**Education and employment problems**

**Persistent antisocial behavior**

# Jail Inmate Responses

## Impact of Incarceration:

First week -- thinks only of getting out (bond, etc.)

Next several weeks -- more open to spiritual things than usual

Afterwards -- acclimated to the institution

## Incarceration Environment:

Very limited privacy

Noisy and possibly dangerous for inmates  
(emotionally/physically)

## Common Inmate Emotional States:

Depression/disappointment

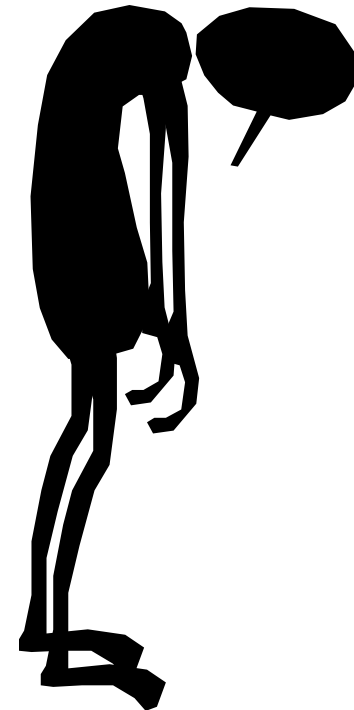
Loneliness

Fear

Bitterness/resentment

Guilt

Bad feelings about one's self/low self-esteem



# Inmate Responses to the Gospel

Parable of the Sower (Matthew 13: 1-23):

4 responses to God's Word

1) **People like the pathway:**  
Word does not penetrate the heart (no life)

2) **People like stony ground:**

flash-in-the-pan type  
(falls away with hard times)

3) **People like the thorny ground:**  
cares of world/deceit of wealth make unfruitful

4) **People like good ground:**  
varied levels of fruitfulness (hears and understands/obeys)

**Same seed (Word) in all four cases -- "Life" in 3 of 4 cases.  
"Jail house religion" is common.**



# Evidences of True Conversion

**Various physical vital signs: pulse, breath, brain waves**

**Similar spiritual vital signs:**

- 1) Expresses faith in Christ (Romans 10:9-13)**
- 2) Life shows evidence of new life in Christ**
  - some things disappear (eg, profane use of God's name)
  - some things appear (eg, interest in God's Word)
  - change is usually partial and may be temporary
- 3) Life evidences God's chastisement (Hebrews 12:4-12)**
- 4) Inner witness of the Holy Spirit (Romans 8:14-17)**

## **Inmate Participation in CJM Activities**

**All inmate participation in religious programs at HCDC is voluntary -- no coercion, no special privileges**

**For many activities, inmates must sign-up in advance:**

- chaplain may screen the list**
- HCDC staff may screen the list**  
**(to minimize security concerns)**

**Some inmates are not allowed to attend CJM activities:**

- not yet classified**
- security or disciplinary problems**

## **Perspectives on Selective Topics**

**Crimes of some HCDC inmates may impact people that you know.**

**Can you minister to someone who may have hurt your friend or loved-one?**

**Inmates often want to talk about charges against them.**

**How should you respond?**

**They also often want to talk about jail conditions/staff?**

**How should you respond?**

# Agenda

- **The Local Church & Ministry to Prisoners**
- **Conversion, Rehabilitation, Discipleship, & Follow-up**
- **Break**
- **Inmates & What to Expect from Them**
- **➔ Problems & Concerns in Ministering to:**
  - **Inmates, Their Families, and**
  - **Correctional Institution Staff Members**
- **Conclusion**

# **Problems & concerns in ministering to inmates, their families, and institution staff**

**The Problem of Fear**

**Problems Caused by Differences**

**The Institutional Staff**

**Inmate Families**

# The Problem of Fear

## Typical Volunteer Fears:

- of the strangeness of the jail environment
- of inmates
- of doing or saying the “wrong thing”
- of becoming too involved
- of criticism from friends/family (“lack of understanding”)

## Typical Inmate Fears:

- of getting time
- of getting hurt
- of losing family & loved ones
- of getting into trouble again

**Antidotes to Fear: Love, Knowledge, & Fellowship**

# Problems Caused by Differences

## Significant Differences Encountered in Jail Ministry:

- Racial/cultural diversity  
(among both inmates & volunteers)
- Lifestyles & patterns of behavior  
(between inmates & volunteers)
- Religious diversity (mainly among volunteers)

### Frequent topics of difference:

Scripture version(s)

Baptism

Salvation security

Tongues and “second blessing”

Church structure/role of women/etc.

# The Institutional Staff

**Nature of their job**

**Typical relationship  
to chaplain & volunteers**

**Ways that volunteers  
can influence the staff**



# Inmate Families

## Frequently encountered situations:

- financial difficulties
- poor housing
- bitterness
- lack of church connection

## Challenges:

- show loving acceptance without paternalism
- sharing spiritual insights in the midst of material need

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**→ Conclusion**

# Conclusion

## Ministry to prisoners:

**Exciting and satisfying, a fruitful growth experience**

**Challenging and demanding**

**Pleases God**

**Questions & Comments?**