



# PROVIDING EFFECTIVE JAIL RELIGIOUS MINISTRY

VOLUNTEER TRAINING  
COOK COUNTY JAIL

# TOPICS

- Religious volunteers
- The jail context
- Corrections sensitive
- The jail residents
- Quality ministry



# RELIGIOUS VOLUNTEERS



## RELIGIOUS VOLUNTEERS

- Guest of the jail
- Serve as part of a team
- Under the leadership of your team leader

# PURPOSE

“To provide spiritual guidance and charitable items to the detainees”

(Cook County Department of Corrections – Religious Service Volunteer Application)

**ALL CHARITABLE ITEMS MUST BE  
PRE-APPROVED BY JAIL STAFF.**

# SPIRITUAL TRANSFORMATION

- Spiritual Beliefs
- Spiritual Practices
- Faith Community

# QUALITY RELIGIOUS VOLUNTEERS

- **Trained**
  - in corrections, your faith, ministry area
- **A valuable resource to the jail**
- **A positive role model for those in custody**

# NOT THERE TO

- Proselytize – force your religious beliefs on others
- Criticize the religious beliefs of others
- Promote your denomination



# VOLUNTEERING

- Often lonely, judged, unsupported
- Need community
- Need to educate others



# THE JAIL CONTEXT



# JAILS AND PRISONS

## NATIONAL STATISTICS

### JAILS

- County
- All security levels/max level
- Pretrial 76%, 24% convicted
- Few hours to years
- Men and women in separate parts of the same facility or separate buildings
- Females 16%

### PRISONS

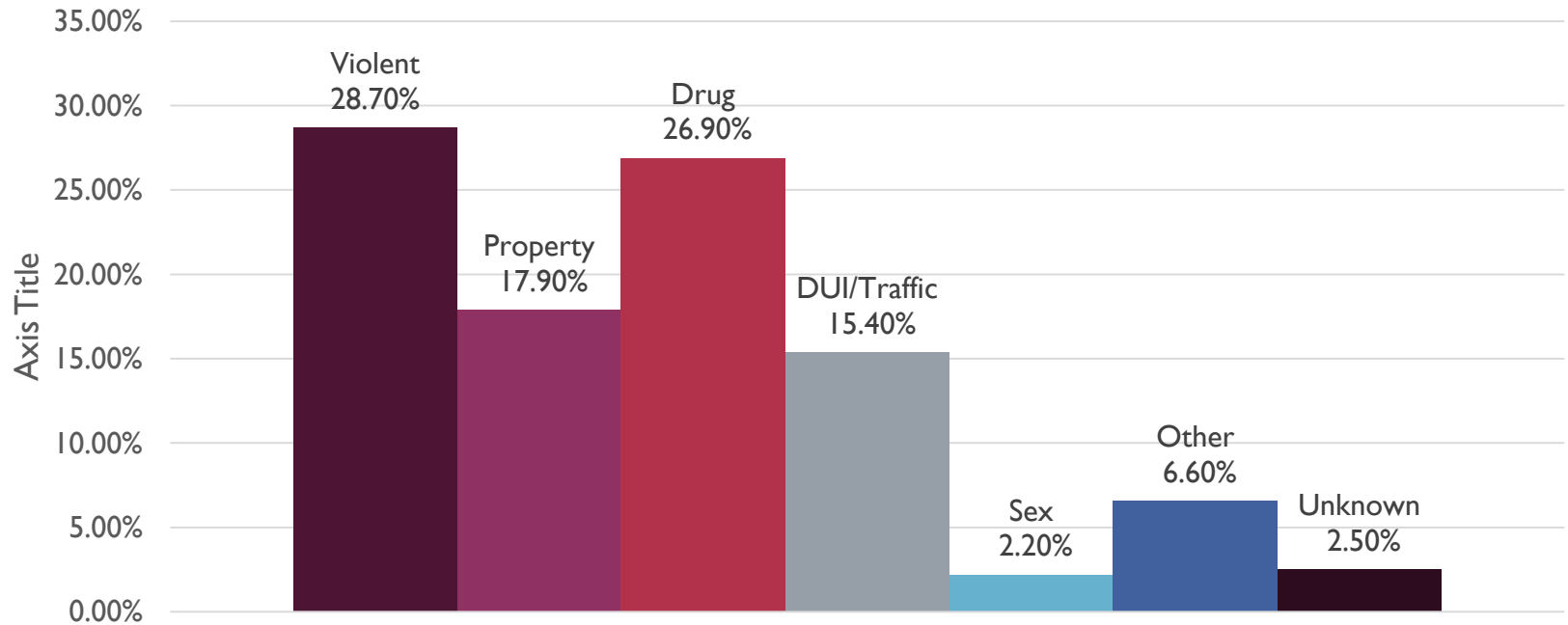
- State, Federal, private
- Designated security levels
- Often located in rural areas
- Convicted (sentenced > 1 yr)
- Separate facilities for men and women
- More programs
- Females 7%

# COOK COUNTY JAIL

- Largest single-site jail in the country (8 city blocks)
- 10 Divisions
- Approximately 100,000 individuals circulate through the jail annually
- Average Daily Population is 6100

# COOK COUNTY JAIL

## OFFENSE TYPES



## JAIL PRIORITIES

**SAFETY  
AND  
SECURITY**

# CORRECTIONS STAFF

- Corrections Officer or Staff – NOT GUARD
- High Stress Job
- Risk of attack - At the Cook County Jail in 2016, corrections officers sustained 500 attacks by inmates.
- Learn not to trust people
- Some supportive, some cynical
- Desert Waters [www.desertwaters.com](http://www.desertwaters.com)

## INTERACTIONS WITH STAFF

- Be patient
- Be courteous
- Remember their priorities –  
SAFETY AND SECURITY – NOT  
PROGRAMS



# WHY IT IS IMPORTANT TO OBEY RULES/POLICIES AND PROCEDURES

- Jeopardizes
  - SAFETY AND SECURITY
  - your volunteer status
  - your ministry
- Causes more work for Ms. Adams and her coworkers/supervisors



**CORRECTIONS SENSITIVE**



# CODE OF CONDUCT

- Know the rules at the institution where you serve
- **OBEY ALL RULES! No exceptions!**
- If you are not sure about something ASK
- Notify staff of any issues

# PROHIBITED ITEMS

- **Do not bring in anything that is not approved**
- **Do not take anything out without approval**

# PROHIBITED ITEMS

## ■ DRUGS

- All drugs and drug paraphernalia
- *Personal medication must be approved*

## ■ FOOD PRODUCTS

- Candy, gum

# PROHIBITED ITEMS

- **COMBUSTIBLES**

- Tobacco products, lighters, glue or adhesives

- **WEAPONS**

- Guns, knives, razor blades, metal objects, nail files/clippers, scissors, eating utensils
- *NO staples or paperclips*
- *Pens are okay – must leave with the same number*

# PROHIBITED ITEMS

- **ELECTRONICS**

- Cell phones, pagers, recorders, lap tops, radios, PDA's, MP3's
- *iPods, Cd players, cds, and small speakers are permissible with approval*

- **PERIODICALS**

- Hardcover books, magazines, newspapers

# CODE OF CONDUCT

- **DO NOT**

- give out your personal information
- hug a resident
- make promises you can't keep



# CODE OF CONDUCT

## ■ DO NOT

- visit or correspond with residents
- put money on a resident's account
- carry/pass messages from resident to resident, resident to family, their victims or the victim's family

# CODE OF CONDUCT

- **DO NOT**

- provide counseling or legal services
- write reference letters for their case

# CODE OF CONDUCT

- **RELIGIOUS VOLUNTEERS MUST**
  - Provide **ONLY** religious services
  - Refrain from abusive or obscene language
  - Keep valuables in car and all personal items under your control

# CODE OF CONDUCT

- **RELIGIOUS VOLUNTEERS MUST**
  - **REPORT** if a family member is in custody
  - **STAY** within your assigned religious service schedule and space

# DRESS CODE

- Prudent, neat and modest
  - No shorts, miniskirts, short cut dresses, low cut shirts, see-through tops or pants, gang affiliated clothing or colors, hats, rolled pants and shirt sleeves
- Different color than detainees (Men/tan, Women/light blue)

# DRESS CODE

- Shoes – flat, no open toe
- Jewelry – modest amount
- Perfume, make-up – none or modest amount

# PROCEDURES: ENTERING AND EXITING

- Entering
  - Be early, be courteous
  - Have a valid picture ID, sign in the log book
  - Subject to a thorough, physical search (Items and person)
  - Be respectful, not critical
- Exiting
  - Return volunteer ID, get license, sign out

# PREA – PRISONER RAPE ELIMINATION ACT

**ZERO TOLERANCE**

**for**

**sexual assault**

**sexual abuse**

**sexual harassment**



# PREA – PRISONER RAPE ELIMINATION ACT

- **Sexual misconduct** include, but are not limited to:
  - **Any behavior of a sexual nature**
  - **Inappropriate touching** either directly or indirectly of sexual nature
  - All completed, attempted, threatened, or requested **sexual acts**
  - **Sexual comments** and conversations with sexually suggestive innuendos or double meanings or **derogatory**
  - Display or transmittal of sexual suggestive **posters, objects or messages**

# PREA – RED FLAGS

Danger of engaging in sexual misconduct:

- Spending a lot of time with one detainee
- Change in appearance of a volunteer or detainee
- Sharing personal information

# PREA – RED FLAGS

- Horseplay
- Doing favors
- Flirting
- Showing favoritism
- Hugging

## PREA - YOUR RESPONSIBILITY

**Immediately report** any instance of suspected, reported or observed sexual abuse, sexual assault or sexual harassment verbally to a supervisor or administrator then to document the matter in writing within 24-hours if directed.

Provide as much information as possible. Email a report to [CCSO.PREA@cookcountyil.gov](mailto:CCSO.PREA@cookcountyil.gov)

# MANIPULATION

**Time + Exposure = Influence**

Some residents will take advantage of you, if you let them

## WATCH FOR A “SET-UP”

- Resident begins to emphasize **common interests**
- Resident begins to solicit **empathy** or **sympathy**
- Resident exhibits the **we/they syndrome**

## WATCH FOR A “SET-UP”

- Resident begins to test your **limits**
- Resident **offers favors**, do extra work
- Resident makes **flattering comments**
- Resident tells you a **suggestive story**

## SCENARIO

- A resident asks you for a pen.
  - a. You give them your pen to use
  - b. You encourage them to borrow one from another participant
  - c. You say “No” I am not allowed to do that



## SCENARIO

- A resident asks you to bring in a newspaper article about him. You reply
  - a. No, sorry, I can't do that
  - b. Sure. I will bring it next week

## SCENARIO

- “I want to share with you something, but you must promise to keep it confidential.”
  - a. Sorry, I can’t promise that
  - b. Sure, you can trust me to keep confidentiality

## SCENARIO

- “Can you mail this information to my attorney? I don’t have the money for postage and don’t know when I will see her again.”
  - a. I can do that
  - b. I am sorry, but it is against the rules for me to do that

## EXAMPLE

- “I don’t have anywhere to live when I am released. Can you deposit money into my account so I can get a hotel room when I get out?”
  - a. That is a difficult situation, but I am not allowed to put money in your account
  - b. How do I do that? How much do you need?

# AVOID MANIPULATION

- Be professional – firm, fair, consistent
- Don't give out personal information
- Refuse to violate the rules or compromise your behavior
- Peer Test

# AVOID MANIPULATION

- Be aware of verbal and non-verbal messages you send out
- Learn to be assertive and use the word “NO” appropriately
- Keep everything out in the open

# AVOID MANIPULATION

- Confront manipulative behavior
- Document and report any manipulation
- Ask for advice from team leader



# JAIL RESIDENTS





# NATIONAL STATISTICS

## In jails

- 68% have substance abuse issues
- 56% men and 98% women have experienced trauma
- 60% no HS diploma
- 30% unemployed when arrested
- 63% males, 75% females with mental health issues
- 14% men, 50% women homeless prior to arrest

# TYPES OF RESIDENTS

- **NORP WARP**
  - Made a mistake and self-corrects
- **Crime is their Career**
  - Intelligent, psychopath, manipulative, con, lacks empathy, liar, no intention of changing
- **Chronically Justice-involved**
  - Irresponsible, addictions, life management issues, mental illness
- **Residents with addictions and/or mental health problems**
  - Need treatment and/or medication



BEHIND EVERY CRIME

*IS A STORY ...*

WHAT WAS HIS OR HER PATHWAY TO CRIME?



# EXAMPLES OF PATHWAY MEN MIGHT TRAVEL INTO THE CRIMINAL JUSTICE SYSTEM

## Individual choices – moral behavior

Child Abuse  
(neglect)  
No Positive  
Father Figure

Gang  
Drop out of  
School

Risky  
Behavior  
Survival  
Behavior

Violent  
Offending  
Behavior

# FEMALE/MALE DIFFERENCES

- Females
  - More non-violent crimes
  - More victimization
  - More mental health issues
  - More substance abuse
  - More relationships
- Greater poverty (unemployment, underemployment)
- More physical health issues
- More family care responsibilities
- Fewer visits while incarcerated

# EXAMPLES OF PATHWAY WOMEN MIGHT TRAVEL INTO THE CRIMINAL JUSTICE SYSTEM

## Individual choices – moral behavior

Child Abuse  
Physical/  
Sexual

Mental  
Illness  
Run Away

Substance  
Abuse  
Survival  
Behavior

Offending  
Behavior

# WHO IS COMING TO YOUR RELIGIOUS SERVICE?

- Sincere Motivations
  - Provides direction, meaning in life, hope, peace of mind
  - Gives them a positive self-esteem
  - Helps them make lifestyle changes

# WHO IS COMING TO YOUR RELIGIOUS SERVICE?

- Insincere Motivations
  - Protection from other inmates
  - See other inmates
  - See women volunteers
  - Receive free resources
  - Get off the deck (if meeting in chapel)
  - Early parole (Myth)



# WHAT'S ON THEIR MIND?

- Their case
- Their children
- Their significant other
- Their stuff/job



QUALITY MINISTRY



# QUALITY MINISTRY PRINCIPLES

- **Be Prepared**
  - Plan ahead
  - Know the material
  - Provide quality materials

# QUALITY MINISTRY PRINCIPLES

- **Create a welcoming, safe, warm environment**
  - Treat everyone with respect
  - Thank them for attending

# QUALITY MINISTRY

- **Show, don't tell (Skill-Based)**
  - Demonstrate
  - Role Play
  - Scenarios
  - Practice opportunities

# QUALITY MINISTRY

- **Provide Positive Feedback**
  - Praise
  - Reward
  - Success motivates

# QUALITY MINISTRY

- **Check for understanding**
  - Ask questions
  - Participants demonstrate
  - Homework

# QUALITY MINISTRY

- **Evaluate**

- What went well?
- What would you do differently?
- Did you meet your objectives?





# RELIGIOUS SERVICES



## PROVIDE RELIGIOUS SERVICE

- Worship Service
- One-on-one
- Small Group Study

# ENVIRONMENT CHALLENGES FOR MINISTRY

- Ministry location - awful acoustics, loud
- Many distractions – position yourself facing the living unit
- Public – not private
- Few teaching resources – no white board, DVD player, CD player,
- Colorless
- Jail time

# WORSHIP SERVICES

- Purpose?
- Plan – long-term and short-term – coherent not chaotic
  - Identify worship service elements
- Identify ways to engage attendees
- Skills needed: Preaching/teaching, music, prayer, facilitating groups
- Worship model – large group teaching – small group discussion
- Worship Guide [www.prisoninstitute.com](http://www.prisoninstitute.com)

# ONE-ON-ONE

- Purpose: to provide individual soul care and spiritual direction.
  - Cell-to-cell (unsolicited) or One-on-one (requested by resident)
- Same gender as resident or in pairs is recommended
- Not private

# ONE-ON-ONE

- Skills/Knowledge
  - Empathetic listening
  - Able to provide guidance for spiritual formation
  - Able to apply sacred text wisely with individual's need

# ONE-ON-ONE

- Pray before ministry
- Introduce self (first name and place of worship) and share why you are there to offer spiritual care and guidance.
- Ask questions – “What’s on your mind today,?”  
“How can I best care for you spiritually today?”
- Pray with them (with permission)
- Offer spiritual material

## SMALL GROUP STUDY

- Purpose: To help group members grow in their faith
- Skills/Needed: Lesson planning, teaching, facilitating small group discussion
- Spiritual knowledge and integrity



# LESSON DEVELOPMENT

- Objectives: What should participants be able to know, do and feel after participating in the lesson?
- Materials needed
- Participatory model - Engage participants (skills practice, talk with person next to you, skits, case studies, drama)
- Discrete (stand alone) lessons
- Different learning styles - audio, visual, kinesthetic

## TOPICS


- Spiritual beliefs
- Spiritual practices
- Hope, love, forgiveness, peace, moral code, responsible thinking

# FACILITATION AND CLASS MANAGEMENT

- Lead in a position facing the living unit
- Ask for someone to volunteer to read - don't call on participants
- Domineering participant – invite others to talk
- Distracting – parking lot technique
- Side-bars – walk toward, stop until quiet

## MATERIALS

- Must be pre-approved
- No staples
- Use color paper or color ink
- Keep at a 3rd-7th grade reading level



***Be a good steward  
of the time you  
spend with the  
incarcerated***



**Correctional Ministry Summit**

**May 17-18, 2019**

**Wheaton College, Wheaton, IL**

**[www.cmcainternational.org](http://www.cmcainternational.org)**

# RESOURCES

Institute for Prison Ministries

[www.prisoninstitute.com](http://www.prisoninstitute.com)

Correctional Ministries and Chaplains  
Association

[www.cmcainternational.org](http://www.cmcainternational.org)

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