



## Guide for choosing inmates to attend Kairos Weekends

The Kairos Prison Ministry has two key goals that are important to the ministry and to the prison administration and security. First, the ministry seeks to change the hearts of inmates so that they become productive participants in a positive community while in prison and good citizens when they leave prison. Second, the ministry seeks to have a positive impact on the violence level in the prison. The achievement of both of these goals is enhanced when the inmates chosen to attend the Kairos program are leaders in the prison.

The Kairos Penetration Plan, although fairly straight forward and simple in design, has several components:

1. It is the desire of the ministry that the major decision concerning the inmates that are invited to attend a Kairos Weekend rests with the head chaplain as he/she is the spiritual leader of the institution. This selection process should begin no less than 60 days prior to a Kairos Weekend.
2. Kairos supports the chaplain in seeking the assistance of the security personnel and/or the prison administration to identify potential inmates to invite as long as they (security and administration) are kept anonymous to the inmate population as to their input. This could place unnecessary strains and obligations between inmates and the prison officials. If a chaplain is concerned about potential strains on his/her relationship with inmates (this is rare), then the actual invitations could be handled through the Kairos Advisory Council Liaison official with anonymous aid from the Chaplain's office, along with security and administrative input. Please note that former Kairos graduates can also be a source for identifying and inviting other inmates.
3. The inmates targeted for attendance should be those individuals who are the leaders within the general population, both positive and negative with emphasis on the negative. This includes men and women who may not have thought about their spiritual life or are followers of non-standard faiths like Satanic worship, Wicca, etc. While we believe strongly in our Christian faith and present a Christian-focused program, it has never been the intention of Kairos to proselytize followers from other faiths; nor is it our intention to pressure or manipulate inmates in anyway. The proper delivery of all Kairos programs respects inmates, guests and their families and allows them to decide for themselves what, if any, spiritual path they wish to pursue. It is our experience based on many years of observation that when we follow the Kairos Program manual(s), inmate leaders who attend the Kairos Program positively impact the environment of the institution.

### Target Participants

*The target attendees should be inmate leaders in the general population – both positive and negative (with emphasis on negative leaders). The impact of Kairos on leaders has proven to have a significant impact on the level of violence within the institution within 2-3 years of targeting inmate leaders for attending Kairos.*

It has been documented by several prisons that after only 2-3 years of a Kairos presence in an institution, the violence level among the inmates and also between inmates and security personnel drops dramatically. As part of the documentation, it is known that when a higher

percentage of negative leaders attend a Kairos Weekend, an even more dramatic environmental change occurs.

4. It also should be pointed out that on *rare* occasions in a high security prison, there can be a group of men or women who are already part of the chaplain's program, and *may* have some influence with the general population because of their example of Christian conduct. Therefore, as part of the Kairos Penetration Plan, there should be some allowance for these individuals to experience a Kairos Weekend, but based on a limited number (see item #6). However, their attendance should never be a "reward" for faithful attendance or service to the chaplaincy program. Because the major component of the Kairos Ministry is to establish and form small 4-6 member prayer-and-share accountability groups of the Kairos graduates, any inmate who is already active in the chaplain's program *and/or* already a member of an accountability group should not attend a Kairos Weekend as that would prevent another inmate who is not actively practicing their faith, or currently grouping, from attending.

5. The inmates that are invited to attend a Kairos Weekend should be, *if possible*, racially diverse. Regardless of the racial percentage in the institution, the Chaplain should, to the best of his/her ability, try to obtain a 1:3 ratio among white, black, and Hispanic, or other ethnic groupings. The chaplain's effort to comply with this is because Table Family membership is limited to 6 inmates per table, beginning with the following parameters: two blacks, two whites, two Hispanics. If there are other ethnic groups in attendance, then appropriate adjustments should obviously be made by the chaplain and the Kairos Weekend Leader. Again, *if possible*, no two inmates of the same ethnicity should be seated next to each other. This also will be determined by the Kairos Weekend Leader in consultation with the chaplain.

6. The invited inmates that are not Christian should be, *if possible*, theologically diverse with the following parameters: no more than one Muslim per table, one Wiccan per table, one atheist per table, etc. Experience has shown us that when two or more inmates of the same non-Christian faith background are seated at the same table, they potentially can become disruptive, destructive, and manipulative of the overall Kairos Program, simply because there is strength in numbers. Also note that invited inmates who are already members of the Chaplaincy program are limited to no more than one per table.

7. The total number of inmates to invite is determined by two factors: (1) the size of the room(s) that the Weekend will be conducted, and (2) the number of the Kairos volunteers serving on the inside portion of the team as provided by the Weekend Leader to the chaplain. The chaplain should take the team number and subtract 2. Round that number down to the nearest multiple of 6 and that will indicate the number of invited inmates. For example, 44 or more volunteers equal 42 inmates, 38-43 volunteers equal 36 inmates, 32-37 volunteers equal 30 inmates, and so forth. This inmate number will constitute the "original group" of invited inmates. All of this should be determined and agreed upon by the Kairos Advisory Council Liaison, the Kairos Weekend Leader, and the chaplain. In addition, only this original group should show up on Thursday night at the appointed time for the introduction to the Kairos program and the team. Any of the original that do not show up should be immediately replaced by the racially-appropriate (*if possible*) alternate. This means that alternates are not invited to attend Thursday night activities unless they become a replacement. Alternates can replace non-attendees up until the first talk on Friday morning. After the first talk on Friday, there are no more replacements. Alternates not chosen should be placed on a list of first consideration for the next Kairos Weekend.