



CMCA Summit  
May 17-18, 2024 | Wheaton, IL

**REJOICE!**

"Hallelujah! For our Lord God Almighty reigns. Let us rejoice and be glad and give him glory!" - Revelation 19:6-7

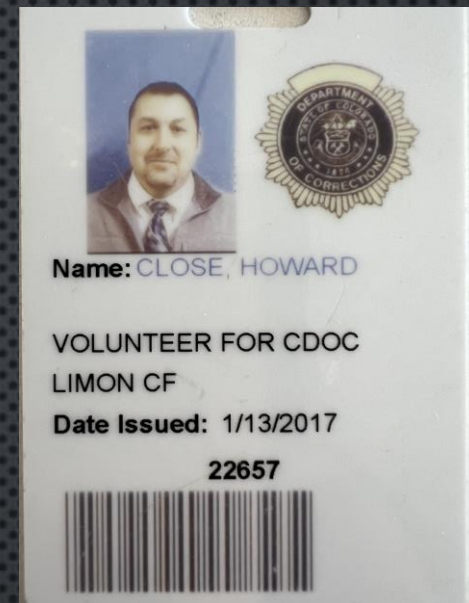
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# Leading from the Bottom Up

Howie P. Close

# Pastor Howie P. Close

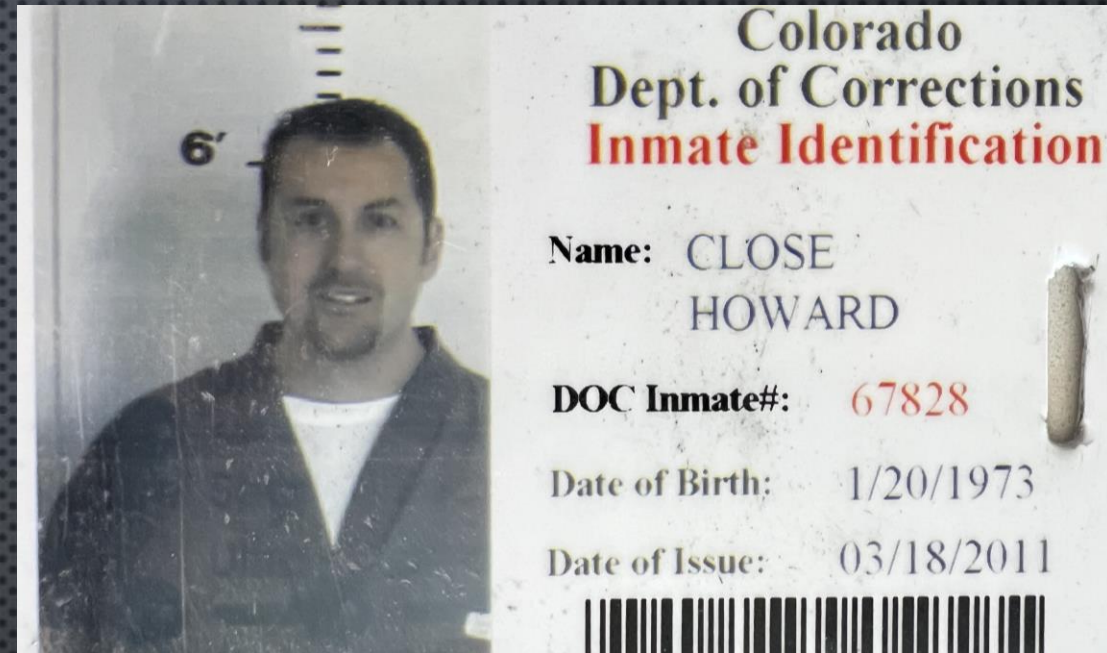
- WVC @ ARK VALLEY CAMPUS PASTOR
- WVC DIRECTOR OF STATEWIDE PRISON MINISTRIES AND AFTERCARE
- CDOC STATEWIDE CHAPLAIN
- CONSULTANT TO CDOC FOR PRISON REFORM AND NORMALIZATION
- CDOC CONTRACT STAFF TRAINER
- FBOP CONTRACT VOLUNTEER
- CERTIFIED FRANKLIN COVEY TRAINER
- CO-CREATED "THE SEVEN HABITS OF HIGHLY EFFECTIVE PAROLEES"
- CO SEMINARY BOARD MEMBER & CONSULTANT FOR GLOBAL PRISON SEMINARIES FOUNDATION
- AUTHOR, LEADING FROM THE BOTTOM UP

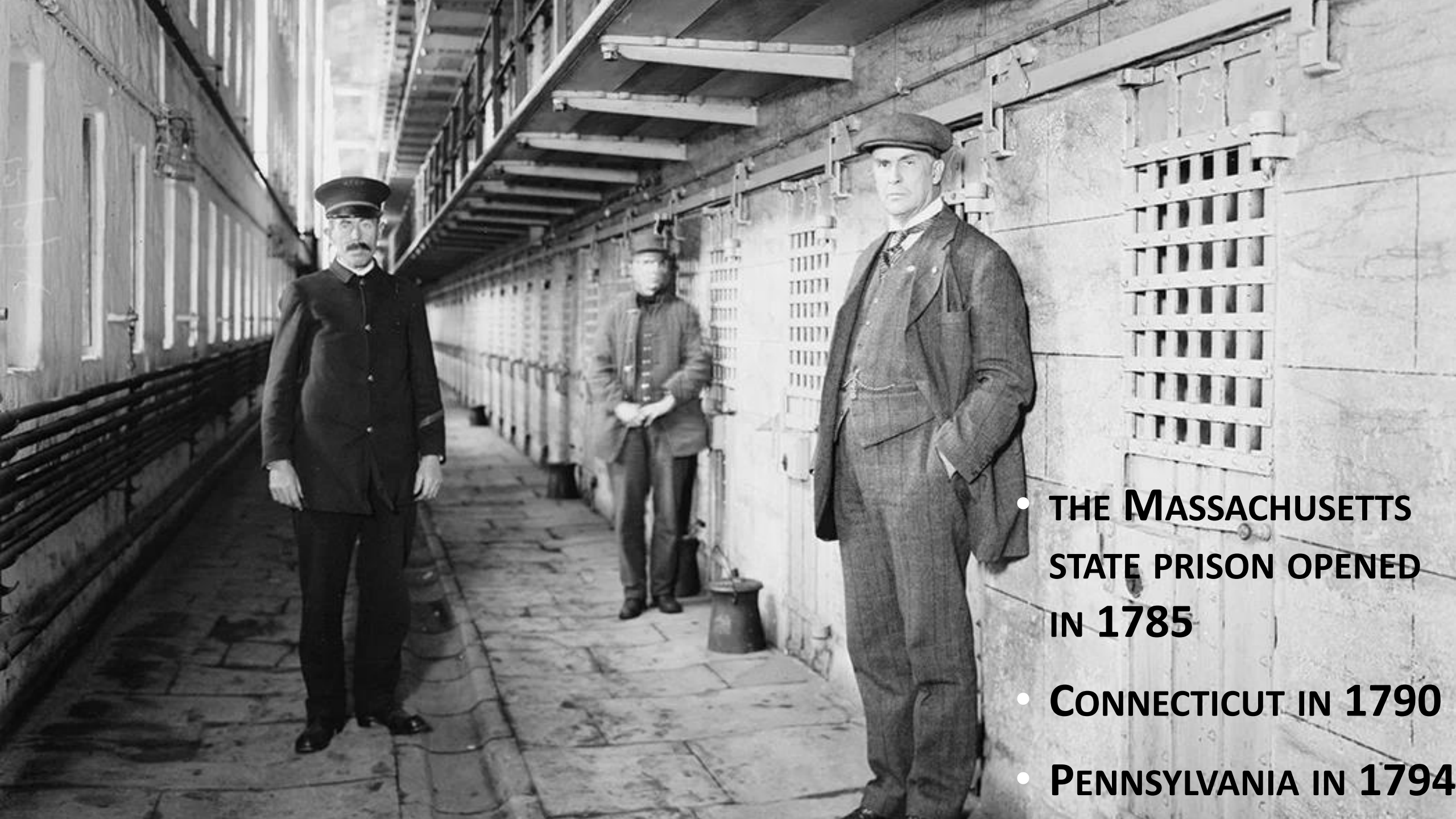




# Inmate Howie P. Close

- Believed I was a Mistake
- Violence
- Martial Arts
- Crime
- 75 Year Sentence
- Christ Saved Me
- He showed me I was not a mistake, but I have purpose.
- Started to live like it, education and spiritual formation.
- Leader in the church.
- Early release from prison.
- No looking back... except... all I do is look back!!!
- Leveraging my past for a better future!





- **THE MASSACHUSETTS STATE PRISON OPENED IN 1785**
- **CONNECTICUT IN 1790**
- **PENNSYLVANIA IN 1794**



## FAMILIAR STATISTICS:

- AMERICA HAS BEEN DOING PRISON FOR 240 YEARS
- AMERICA INCARCERATES MORE PEOPLE THAN ANY OTHER COUNTRY:  
1,767,200
- WE ARE FIFTH FOR INCARCERATION PER CAPITA: 531:100,000
- IN SPITE OF OUR LONG HISTORY, AND VAST EXPERIENCE, WE SEEM TO BE EXPERTS AT DOING IT WRONG, NOT RIGHT.



## UNFAMILIAR CONCLUSIONS:

- IT IS CLEAR THAT GOVT AGENCIES ARE NOT GOOD AT FIXING WHAT IS BROKE...
- THAT IS NOT AN INDICTMENT SO MUCH AS AN OBSERVATION.
- WE HAVE BEEN WAITING FOR PEOPLE TO FIX THE SYSTEM, WITHOUT LOOKING AT THOSE WITH THE REAL POWER TO CHANGE IT.
- BURL CAIN IN COLORADO.
- IF THE SYSTEM WILL EVER CHANGE, IT WILL NOT COME FROM THE TOP DOWN.
- IT WILL COME FROM THE BOTTOM UP!



# BURL'S LEGACY MY VISION

- A PROVOCATIVE NEW APPROACH!
- IF REAL CHANGE WOULD COME, IT WOULD COME FROM THE BOTTOM UP.
- WE CREATED A LEAD TEAM AT AV.
- STARTED DEVELOPING A CURRICULUM TO GUIDE US.
- WATCHED IT GROW, MAKING ADJUSTMENTS ALONG THE WAY.
- STARTED IMPLEMENTING OUR LEAD TEAM AND CURRICULUM IN OTHER FACILITIES.





# THE CURRENT EVALUATION:

- HONEST ESTIMATION OF PRISON ENVIRONMENTS
- DISCLAIMER ABOUT BLAME
- HISTORICAL APPROACH TO PRISON MINISTRY
- LASTING MINISTRY SHOULD RESULT IN CULTURE SHIFT
- FOR THINGS TO CHANGE, THINGS WILL NEED TO CHANGE



# THE NEW APPROACH: THE INMATE LEAD TEAM

- CHOOSING THE RIGHT TEAM
- DEVELOPING THE LT
- MAINTAINING THE LT
- MEASURING THE LT
- THE POWER OF THE TEAM

# CHOOSING THE RIGHT LEAD TEAM

- WHERE TO START: WITH THE INMATES, LINE STAFF AND ADMINISTRATION ALSO.
- HOW TO GROW: A WHOLE LOT OF RELATIONSHIP.
- CAUTIONS WHEN CHOOSING LEADERS - DON'T CHOOSE THE WRONG LEADER FOR THE RIGHT REASONS:
  - GIFTING OVER MATURITY
  - PERSONALITY OVER CHARACTER
  - SUBMISSION OVER PASSION (DRIVEN TO GET AHEAD) (REMEMBER MOSES)



# DEVELOPING YOUR LEAD TEAMS

- LFTBU - LEADING FROM THE BOTTOM UP:
  - PERSONAL LEADERSHIP DEVELOPMENT THAT IS COUNTERCULTURAL, AND COUNTER INTUITIVE.
- ORGANIZATIONAL LEADERSHIP ON THE INSIDE:
  - TOOLS FROM THE REAL WORLD, APPLIED TO MAKE SENSE IN THE CORRECTIONAL ENVIRONMENT:
    - COMMISSIONING JOURNAL
    - CODE OF ETHICS
    - ORGANIZATIONAL CHART
    - JOB DESCRIPTIONS
    - DOCTRINAL QUESTIONNAIRE
    - EMOTIONAL INTELLIGENCE
    - HEALTHY TEAMS EVAL TOOL



# MAINTAINING YOUR LEAD TEAMS

- MANAGING YOUR TEAMS:
  - DISTINCTION: TRAINING LEADERS VS. USING LEADERS
    - THE TEMPTATION TO MICRO-MANAGE IN THIS ENVIRONMENT WILL BE EXTREME.
    - THE MESSAGE YOU SEND IS CATASTROPHIC TO THE VERY IDEA OF INMATE LEADERS.
    - THE CURE IS TO LET GO AND TRUST GOD, AND THE PROCESS.
- MEASURING YOUR TEAMS:
  - THREE STARTING POINTS FOR HOW TO MEASURE INDIVIDUAL HEALTH: (GROWTH NOT PERFECTION)
    - TRUSTED DOCTRINE
    - TRUSTED CHARACTER
    - TRUSTED MINISTRY
  - MEASURING TEAM HEALTH:
    - HEALTHY TEAMS EVAL TOOL
    - ACCOUNTABILITY: ORGANIC, RELATIONAL COURSE CORRECTIONS.



# THE POWER OF THE TEAM

*WHERE THERE IS NO GUIDANCE, A PEOPLE FALLS;  
BUT IN AN ABUNDANCE OF COUNSELORS THERE IS SAFETY.*

*PROVERBS 11:14*

- A TEAM IS ONLY AS STRONG AS ITS WEAKEST RELATIONSHIP!
- WHEN THE TEAM IS ALLOWED TO HAVE A VOICE IN THE DIRECTION OF THEIR CHURCH, IT CHANGES THEM FROM PARTICIPANTS TO LEADERS.
- WHEN THEY ARE ENCOURAGED TO WORK THROUGH THEIR IDEAS AS A UNIT OF HEALTHY LEADERS, THE OUTCOMES WILL ALWAYS BE EMPOWERING TO THE CHURCH.
- REMEMBER THAT YOU EQUIP THEM FOR THE WORK OF THEIR MINISTRY, SO THAT THEY CAN EQUIP THE CHURCH FOR THE WORK OF THEIR MINISTRY.



# TAKE AWAYS:

- WE BELIEVE THAT INMATE DEVELOPED AND LED PROGRAMMING WILL BE THE FUTURE OF PRISON PROGRAMMING.
- HAVING INTENTIONAL INMATE TEAMS THAT ARE DEVELOPED, SUPPORTED, MANAGED, AND MEASURED UNDER A LARGER CHURCH CONTEXT WILL BE THE FUTURE OF PRISON CULTURE SHIFT.
- IF YOU WOULD LIKE TO READ MORE ABOUT THIS EXCITING NEW CONCEPT, SCAN THE FOLLOWING QR CODE TO PURCHASE LFTBU (AVAILABLE ON AMAZON):
  
- IF YOU WANT TO BUILD NEW TEAMS WITHIN YOUR PRISON MINISTRY, WE ARE HAPPY TO SUPPORT YOU!

HOWIE P. CLOSE, PASTOR

[HOWIE.CLOSE@WOODMENVALLEY.ORG](mailto:HOWIE.CLOSE@WOODMENVALLEY.ORG) – 719.792.2119