

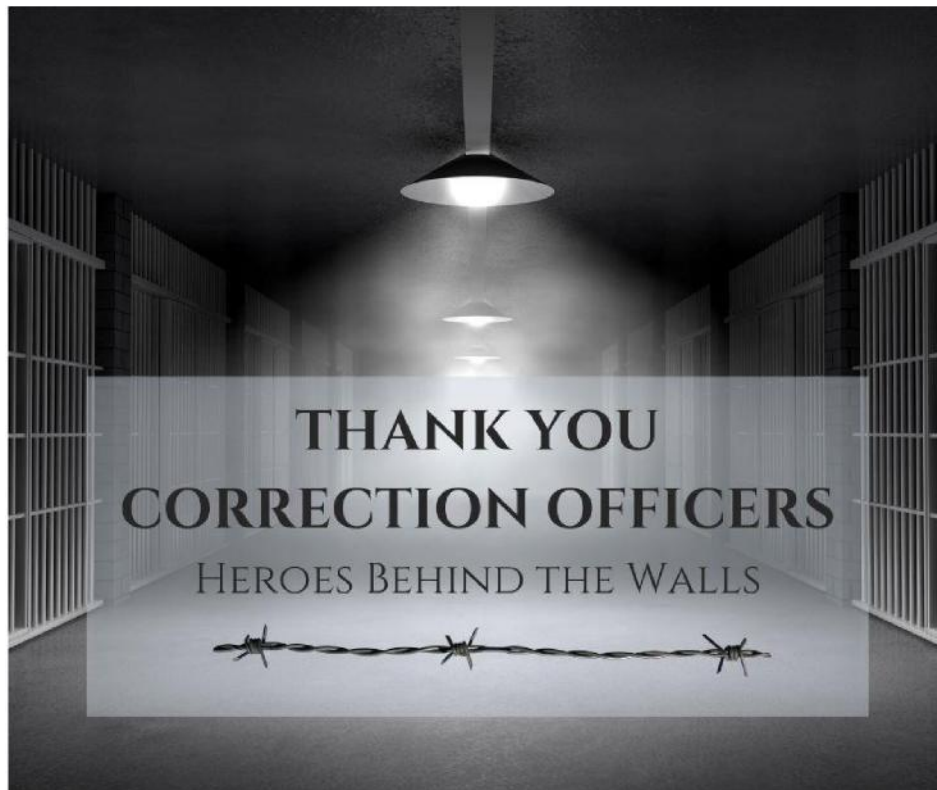
What can be done for Corrections Fatigue?

A study of the ethical issues Correctional Officers face and possible solutions.

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Find Resources for Correctional Staff on page 19.

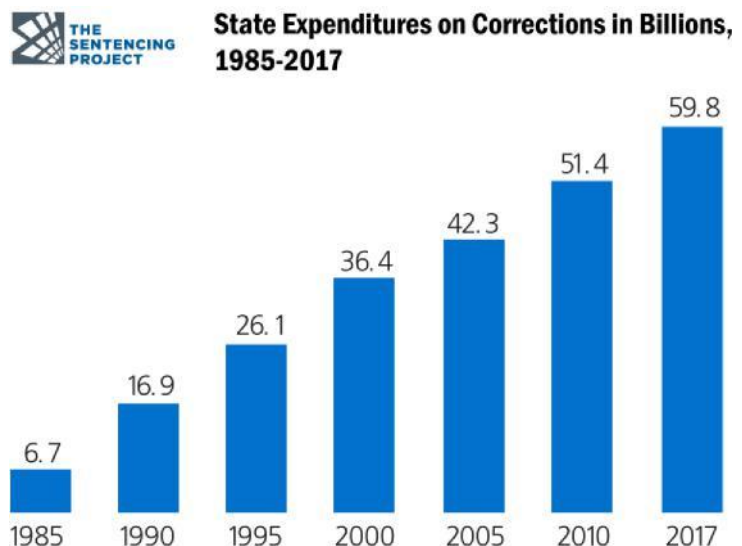
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Research Problem

There are 2.2 million men and women incarcerated in America, which is a 500% increase over the last 40 years. Most of this increase is from changes in laws and policy not necessarily higher crime rates. The “tough on crime” era and “war on drugs” that began in the 1980’s caused an increase in incarceration rates. The number of people in prison for drug offenses in the U. S. grew from 40,900 in 1980 to 452,964 in 2017. The courts also increased prison time and often without chance of parole. Intentions were good but there is increasing evidence that this strategy has not been an effective deterrent like once was hoped. (Criminal Justice Facts. 2019). This massive increase of prison population has caused overcrowding in prisons, fiscal burdens on states with higher costs and understaffing in the facilities. The average cost for one federal inmate per year in 2017, according to the Federal Bureau of Prison was “\$36,299.25 per year or \$99.45 per day” (Annual Determination of Average Cost of Incarceration. 2018, April 30). For the state prison system here is chart to

the right which shows the higher costs from 1985 to 2017. (Criminal Justice Facts. 2019).



In the pursuit of providing security for our society we have a prison system, but the way inmates are treated and how correctional officers (CO) are treated is unethical. The system is broken, and complicated issues need to be resolved. This needs to be researched to see what the root causes are and what solutions can be suggested for non-profits and the community to help if possible.

Thesis Statement

This paper discusses how a non-profit organization called Prison Mission Association and others might help to alleviate or mitigate some of these issues facing correctional officers due to the high stress and violence they experience on a day to day basis.

The Problems Correctional Officers Face

Correctional officers (CO) have an extremely high stress job. They are getting attacked more now than ever. For example, in Minnesota several CO were murdered in 2018. At the Supermax prison at Oak Park Heights, MN halfway through the year they have had over 50 Correctional officers hospitalized. Every year on average ten CO die in the line of duty. Every year 156 CO take their own lives. The culminating negative affects this job has on a person's health is devastating. For every CO that dies in the line of duty, fifteen take their own lives. Understaffing is huge problem leading to prison assaults. Hiring and then keeping good CO's is a real problem. They are not paid very much so there is little incentive to put up with so many of the disadvantages they have working in a prison.

Statistically 34% of CO's will have Post Traumatic Stress Disorder (PTSD). 31% are diagnosed with severe depression. One of the major contributing factors that appears to

increase PTSD and depression rates is the officers VID experience. VID is when a staff person experiences or witnesses Violence, Injury, or Death (VID) on the job. Williams (2019) gives stats from a recent study,

In short, correctional officers have a 39 percent higher suicide rate, post-traumatic stress disorder (PTSD) rates 10 times higher than the general population, a divorce rate that's 20 percent higher than the national average and heart disease affects us at a rate that is 50 percent higher than any other occupation (p. 8).

Correctional Officers are among the top ten most dangerous jobs. They go to work every day and most people they are coming into contact with hate them, want to hurt them and can be difficult to work with. So, they work with a constant threat of inmate attacks and riots, which can be emotionally exhausting due to hyper-attentiveness and anxiety. They come in contact with inmates who have a higher-than-average rate of deadly diseases like Hepatitis C, the HIV virus that causes AIDS, tuberculosis (TB), and MRSA (Methicillin Resistant Staphylococcus Aureus). On top of that, inmates also typically have high rates of STDs (Sexually Transmitted Diseases), in the event that guards are sexually assaulted. Lee (2019) points out that “according to the U.S. Department of Justice, correction workers, including correctional officers and administrative and support staff, are at higher risk of suicide, substance abuse, and divorce, while their mortality rate is the second highest of any occupation” (p. 1).

A CO's 58th birthday, on average, is their last. A CO will be seriously assaulted at least twice in a 20-year career. On average a CO will live only 18 months after retirement. (Childress, 1999). Extreme stress, substance abuse, depression, workplace injuries and suicidal thoughts, are just a few of the daily struggles for every CO. Many officers suffer in silence, telling themselves that they need to be strong, so the actual numbers are significantly higher.

Even those who don't develop PTSD experience high stress levels and burnout. Researchers believe that traumatic events, such as being injured on the job, receiving threats and witnessing inmates attempting suicide, play a major role in the onset of this disorder. (Denhof, 2013).

Here are a few more things CO face: Drug addicts coming off a high. The risk of being injured during a body or cell search. The risk of being blindsided by an angry inmate. The risks associated with transporting inmates. Attacks with handmade prison weapons. Attacks with the bare hands of inmates. These issues cost the correctional system millions of dollars each year in medical insurance premiums as well as the costs of employee turnover.

Parsons (2013) did some research on CO with their stress and coping mechanisms, says this, "correctional officers often ignore their health by engaging in unhealthy habits, including smoking, having poor nutrition, not exercising, not dealing properly with stress, and failing to attend to preventative medical care" (p. 53). This is a problem on so many levels and the CO are not really equipped with positive coping mechanisms.

What is currently being done to address the problems?

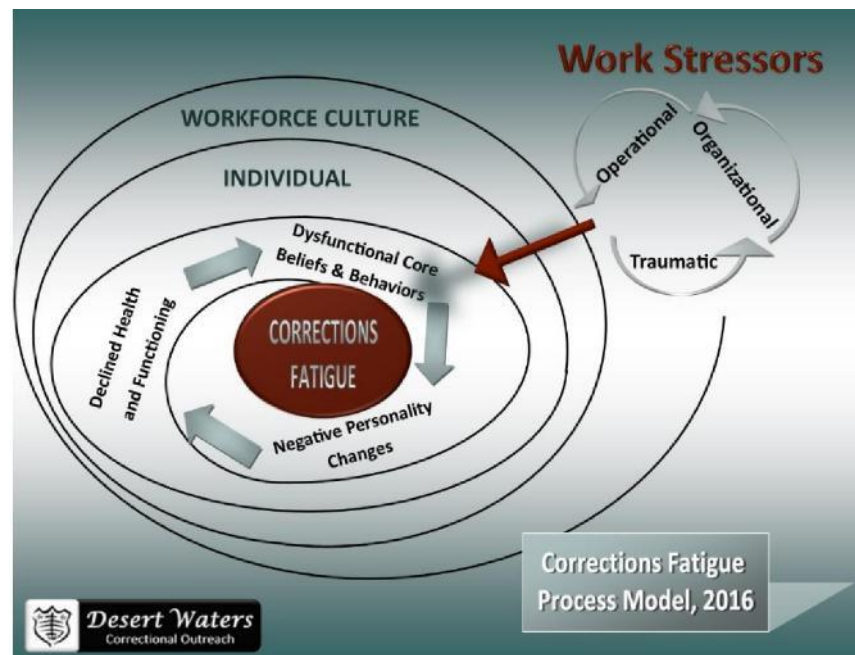
There is no question that being a CO is a very challenging job and more needs to be done helping them with support and tools to deal with these many issues facing CO's and their families. This is a huge problem with no quick fixes. It will take everyone helping out. The national government, local government, communities, nonprofit organizations, churches and people who can volunteer as well will all need to be part of the solution in doing the right thing.

Graham (2011) conducted a research study interviewing CO and asked them for comments on how they could improve things for them. Here was their suggestions "most of them stated that there should be more job incentives, more pay raises, and better

communication among staff. Most felt that there should be a smaller staff to inmate ratio to prevent incidents from occurring” (p. 56).

In researching different options to help address these problems with correctional officers, there is one program available that has been developed at Desert Waters Correctional Outreach (DWCO). They have coined the term, “Corrections Fatigue” by its founder, Caterina Spinaris, PhD. They have developed an educational program and a Corrections Fatigue assessment to help correctional employees to measure where they are at. The Corrections Fatigue Assessment is for correctional employees working in adult institutions developed by DWCO. To view the measurement tool it is at http://desertwaters.com/wp-content/uploads/2019/06/CFA_Institutions_2018.pdf . The Corrections Fatigue Assessment (CFA) is designed to be administered to groups of correctional employees, not to individuals, in order to examine the levels and areas of Corrections Fatigue in the workforce of correctional agencies. Desert Waters’ course “From Corrections Fatigue to Fulfillment” also teaches the basics of self-care for COs.

Here is the Corrections Fatigue Process Model below (Spinaris, 2017).



Another excellent resource is a book called, *Staying Well: Strategies for Corrections Staff* by Caterina Spinaris (2008) which is a “must read” for all corrections staff and those who are concerned about their well-being. Topics covered include: the toll of the job, corrections fatigue, taking your life back, professional boundaries with offenders, families in corrections, psychological trauma, substance abuse, correctional staff suicide, and a spiritual solution. (Spinaris, 2008).

In addition, the DWCO conferences, workshops, *Staying Well* book, they also have a workbook for each CO to use to process and build positive coping mechanism to deal and process what they are dealing with on a day to day basis. The workbook is called *Processing Corrections Work: A Workbook to Combat Corrections Fatigue and Increase Corrections Fulfillment* by Spinaris (2017).

Possible solutions for Prison Mission Association (PMA) and others to help

How can we improve the ethics and the very toxic culture in prisons? Prison culture is very volatile, violent, depressing and discouraging. There is a great need to bring hope, encouragement, and positive impact to make a difference. One way that has lowered the violence and toxic environment is the example of the supermax prison in Angola, Louisiana. It was once called the bloodiest prison in America with over 6,300 inmates who were mostly all serving life sentences. It is now completely transformed. Under the leadership of the warden Burl Cain, it is now one of the safest, most secure and progressive maximum-security prison in the nation. When he became the warden back in 1995, his immediate goal was to bring peace on his particular patch of earth. Religion, he decided, was the most efficient pathway to moral living, and he needed to moralize the prison quickly, to bring down the violence. The Correctional Officers were not allowed to cuss or swear. Everyone

had to respect and treat each other with dignity. He helped educate them in godly principles by inviting New Orleans Baptist Theological Seminary to open an ordination program on the prison grounds. He turned murderers into ministers! They have planted over 27 churches there on the prison grounds. Warden Cain raised funds to build seven different chapels for these prison churches. He made a point that the current prison system has forgot that corrections means correcting deviant behavior. Cain set out to foster a positive culture of community in place where fighting, fear, apathy, and an attitude of “every man for himself” ruled the day. He outlined his philosophy to the inmates that their dorm was like a city or community. The beds were like houses along a street. Cain said,

you should visit your neighbors, talk to each other, console each other, be concerned about each other’s well-being. Keep your city free of drugs, violence, and other illegal activity. Don’t steal from your neighbor. Go to church together. Don’t use profanity. Once you start cursing each other out, violence is likely to follow (Shere, 2005, p. 24-25).

What Warden Cain did, shows the difference it can make to prison culture if you teach good ethics and morals. This then made it a much better place for the correctional officers. Back in 1992, Angola recorded 1,346 assaults, both inmate on inmate and inmate on staff. In 2015, there were only 343. This is not an insignificant number but keep in mind Angola is the largest maximum-security prison in America with 6,300 inmates and most are serving life sentences for violent crimes.

What they did at Angola can be duplicated in other prisons. Prison Mission Association (PMA) is one of the fastest growing prison ministries adding 14,000 new students in last four years in all 50 states. PMA has a similar vision to teach inmates through life

changing Bible correspondence courses which inmates can earn college credit for completing. PMA has the goal of planting churches behind bars with the help of local churches which will bring hope and positive culture in the prison which will significantly help the correctional officers. Many churches and pastors do not realize the opportunity they have to grow their church by reaching out to the correctional officers and inmates by going to visit them in their nearby prisons.

Pastors can be very busy with their ministry and might not think that a prison ministry or outreach to correctional officers will help to build their church. But here are eleven ways prison ministry will benefit your church! The growth of the local church is built on the personal spiritual growth of its members. Prison ministry offers unique, vital opportunities for personal spiritual growth because volunteers get personally involved, even immersed, in the gospel basics: witnessing, Bible teaching, worship, and encouragement. When church members catch fire for the Lord, it won't be long before the church grows. Let's explore eleven core impacts prison ministry can have on the local church and its members. First, prison ministry is America's largest spiritual harvest field. There are more than 2.2 million inmates, many of whom are genuinely seeking change, stability, and love in their lives. Many inmates acknowledge that coming to prison was "the best thing that ever happened to me" because they encountered Christ.

Secondly, prison ministry does wonders for revitalizing the spiritual lives of volunteers (and subsequently their churches). There's nothing like sharing the gospel to open ears, teaching the Word to thirsty minds, and praying for people with broken hearts to "rev up" one's spiritual life and commitment. In addition, the newfound spiritual

enthusiasm of a prison volunteer is infectious, quickly spreading throughout his or her Sunday School class and friendship network.

Thirdly, prison ministry breathes new life into church evangelism and outreach programs. In some cases, pastors and church members have had very few genuine opportunities to share their faith and see God reap the harvest in their churches. In prison ministry, by contrast, spiritually hungry inmates come to the Christian volunteer, often in bountiful numbers as “prison ministry is the most fruitful mission field in our country” (Spitale, 2002. P. 190). There will be a great harvest of souls for Christ behind bars and also a great need to reach the correctional officers! Spitalé (2002) provides a thorough inside out view of prison life. The author served a prison sentence for an armed robbery. Two years after his conversion to Christianity, he began conducting a weekly Bible study in a local jail and has been involved in prison ministry for more than two decades. For most people, prison culture is like visiting a foreign land, so this book will help to understand it from the vantage point of one who has lived inside prison. Spitalé (2002) covers the feelings, perspectives, dynamics, and culture of prison.

Fourthly, prison work can be a real shot in the arm to the Sunday School ministry. Class members can pray for inmates on a personal level, participate in "pen pal" correspondence with recently converted inmates, and pray for and encourage those who actually represent the class "behind the walls". Inmates are invariably deeply moved to know that a whole class is regularly praying for them as for many, this is the first time many inmates have ever experienced genuine love from anyone.) Some Sunday school classes even "adopt" an inmate's family in their local area, opening up the vital new arena of compassion ministry.

Fifthly, prison ministry enhances worship. Many prison volunteers receive a renewed vision for worship while attending church services behind the walls. Prison worship is never characterized by stale routine or manufactured emotion--inmates definitely see themselves as God's chosen people, not God's frozen people!

Sixthly, prison ministry enhances the church training effort by preparing volunteers to minister to the unique needs of incarcerated Christians. What they learn about sharing their faith, Bible study, and follow-up is equally applicable in "non-prison" ministry. Knowing they will actually utilize these skills upon entering prison makes volunteers attentive and serious learners. A prison chaplain, a veteran volunteer, or prison ministries such as Prison Mission Association, or Prison Fellowship can supply the necessary training.

Seventhly, prison ministry gets church members off the pews and outside church walls. Christians of all backgrounds, education levels, and varieties of spiritual gifts participate in prison/jail ministry. Men and women, young and old, new Christian and "senior saint" all have a place chosen by God to serve. In addition, prison work is never very far away: city and county jails, juvenile detention centers, state and federal prisons, and "halfway houses."

Eighthly, prison ministry teaches deep spiritual lessons, such as how to forgive, how to restore, and how to pray (reminding that God does all the work in prison ministry). It also teaches very practical lessons about listening, patience, cross-cultural communication, and theological diversity among Christians.

Ninthly, prison ministry promotes cooperation and goodwill among diverse Christians from different denominations, socioeconomic backgrounds, and theological

points of view. Paul's admonition to keep our eyes upon Christ was never truer than in prison ministry.

Tenthly, prison ministry produces new church members and ministry volunteers. Contrary to the worry of some myopic pastors that prison ministry will "steal away" their volunteers, Christians who become active in the spiritual basics of witnessing, spiritual teaching/counseling, and prayer gain a renewed desire to serve their local churches. Many times, it is the pastor or staff member who is most revived by contact or personal involvement with prison ministry. Just listen to the testimony of pastors and lay people actively engaged in prison work—there's always an unmistakable spark of joy and enthusiasm when they share their experiences before the local church.

Eleventhly, as God raises up godly men and women who feel called of God to be ministers, they can plant an extension campus like a multi-site church in prison. Another campus of the local church, which will benefit the local church! A prison church is more like a house church and not like a traditional church. Above all else, prison ministry is a shower of blessings for all those involved. It is an opportunity to experience the wonder and joy of leading people to Christ and seeing them start their lives over in ways productive to society and pleasing to God. It's a place to see prayers answered in timely and miraculous ways, strengthening your personal prayer life. It is a change to experience complete dependence on God for ministry success after realizing that nothing lasting happens in prison through purely human effort and striving. It is a time to come to understand deep down inside the awful nature and consequences of sin and the unique role of Christ in creating new creatures. Prison ministry shows us demonstrates that everyone is united as part of the Body of Christ.

The church has the transforming power of the gospel to help transform our criminal justice system. Gillard (2018) points out, “We (the church) have the potential to be the key voice in shifting our system’s priorities to conflict resolution, prisoner transformation, and successfully integrating people into their communities upon their release” (p. 184). The church should be leading the way in advocating for a system that gives opportunities for genuine rehabilitation, long-lasting transformation, and strong reintegration. This would greatly improve everything for the correctional officers, inmates and our communities!

There are biblical examples of ministry to correctional officers. There is the wonderful example in Acts 16 of the Philippian jailor who was about to kill himself since he thought the inmates were going to escape. Talk about pressure on the job where he thought it would be better to kill himself than face the consequences of a prison break. The Apostle Paul tells him,

“Don’t harm yourself! We are all here!” The jailer called for lights, rushed in and fell trembling before Paul and Silas. He then brought them out and asked, “Sirs, what must I do to be saved?” They replied, “Believe in the Lord Jesus, and you will be saved—you and your household.” Then they spoke the word of the Lord to him and to all the others in his house. At that hour of the night the jailer took them and washed their wounds; then immediately he and all his household were baptized. The jailer brought them into his house and set a meal before them; he was filled with joy because he had come to believe in God—he and his whole household” (Acts 16:28-34 NIV).

God showed up to meet the needs of this correctional officer and his whole family! God needs more people to reach out to help those correctional officers today.

Another scripture passage that brings out this aspect is where the Apostle Paul shares,

“Now I want you to know, brothers and sisters, that what has happened to me has actually, served to advance the gospel. As a result, it has become clear throughout the whole palace guard and to everyone else that I am in chains for Christ. And because of my chains, most of the brothers and sisters have become confident in the Lord and dare all the more to proclaim the gospel without fear” (Phil 1:12-14 NIV).

While in prison, the Apostle Paul shared the gospel not just with inmates but reached the whole palace guard. So, prison ministry should not just be about inmates, but it needs to include the correctional officers and staff.

One way that PMA is working to help correctional staff is by providing a workshop to help the cope and build support and stronger relationships in their lives. This workshop was presented in May 2019 at the CMCA Correctional Ministries Summit at the Billy Graham Center at Wheaton College. It is entitled: *12 Skills for a Better Life!* This workshop will help people discover 12 life changing principles that will transform their character, relationships and all of life for each of them! Each person who registers will get a copy of the *12 Seeds for Successful Relationships* book by Andersen (2004) along with the personal journal workbook. These are 12 Biblically based principles for relationships. Here are the 12 Seeds: Respect, Encouragement, Listening, Appreciation, Trust, Integrity, Order, Nurture, Synergy, Hope, Ideals and Pardon. The workshop also covers the 12 human needs that each of the 12 Seeds help fill: significance, courage to press on, attention, to be valued, security, authenticity, structure, to be loved, to work together, motivation to go on, to focus on higher things and forgiveness. Andersen (2004) states, “the quality of a person’s relationships reflects the quality

of a person's life. Better relationships mean a higher quality of life for all" (p. 6). This will give them excellent tools for improving and dealing with all the negatives realities of correctional fatigue. There is good discussion on overcoming nine weeds that harm relationships. Each of these will help not only the correctional officers at work but also with their family and all relationships.

Part of the workshop is also covering how to study the Bible for yourself through the PMA correspondence course and earn college credit at the same time! They do not need to be an inmate to get the college credit. CO and their family or friends can also earn the free college credits doing the lessons. Certificates of completion are earned for each course (1 to 8 lessons), they build spiritual strength, character, and upon completing all the self-paced 35 lessons, the student may earn 6 credit hours at Berean Bible Institute, Wisconsin, bereanbibleinstitute.org. All the lessons can be downloaded for free at their website www.prisonmission.org. PMA is working to get this workshop approved with Paul Schnell, the Commissioner for the Department of Corrections for the State of Minnesota. It is currently being looked at through their education department to be required for all CO in MN.

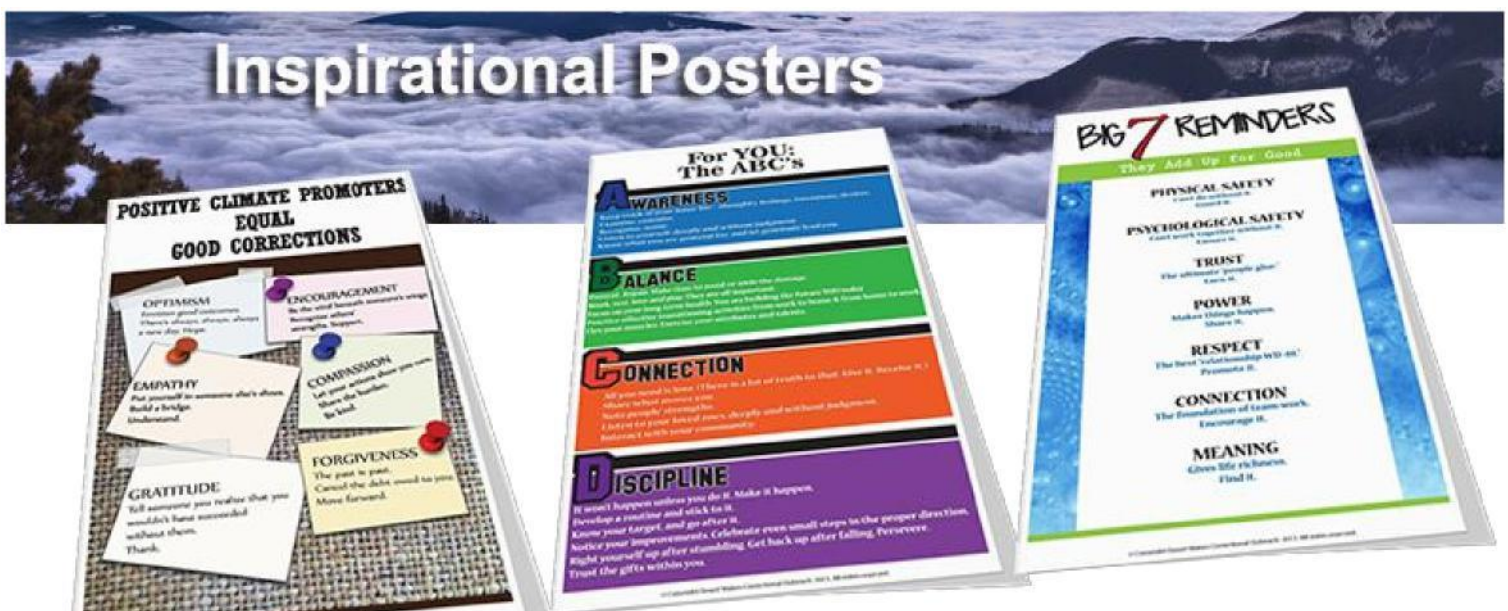
What are some other solutions that local churches can do to help CO's? This is a spiritual battle so first and foremost is to pray for those in prison, both the inmates, the correctional officers and staff. Most people are unaware of the needs with which correctional officers struggle. These needs need to be made known so more people can be praying for them. One thing that can also be done is to develop a prayer network of inmates who can pray for the correctional officers. Would not that be a display of the power of God when people who normally would be hating each other to be praying and showing love and concern for their

keepers? That would be an awesome display of the Holy Spirit moving and changing the culture in the prison to bring hope and positive impact!

Another thing that local churches could do is to purchase a copy of the book, *Staying Well: Strategies for Correctional Staff* by Spinaris (2008). These can be purchased from DWCO and given to each CO in their nearby correctional facility. Here is the link to order from:

<http://desertwaters.com>. An example of a church that did this is the Moody Bible Church in Chicago which purchased these books for all the staff at the Cook County Jail and they were very well received and appreciated by all the corrections staff.

One other idea a local church can do is to purchase and donate posters that can be put up in the breakroom for the CO in the local prison. There are three laminated posters designed to remind staff of key principles that promote Corrections Fulfillment—the *ABC's of Self-care*, the importance of the *Big 7 Needs*, and the essence of *Positive Climate Promoters*. These would be great gifts that can be placed in strategic staff areas, such as offices and break rooms, to help



staff remember the basics of self-care and ways to promote a positive workplace climate and culture. Here are samples below of the posters that are from <http://desertwaters.com>.

Another good idea that churches have done is to invite all the correctional officers from a nearby prison to an appreciation dinner held at your church in their honor. You could bless them with a wonderful meal and give them appreciation gift bags with goodies, etc. Inviting local dignitaries, mayor, government officials, and other officials can be a great way to involve the community. A church in Colorado did this recently and it had a good response from many different CO from several different prisons nearby that came and were very blessed! There was a great response with CO's coming from all of the local prisons. To celebrate and encourage their hard work is huge asset for them and they respond to being loved and cared for by their local church. This is something each church could do, and imagine the impact if all our churches would get involved around the country and do this kind of outreach?

As a church pursues working with correctional officers, they need to be aware that if they are currently working with inmates, the CO may be a little suspicious as to why they are reaching out to them, as they might think the goal is just inmate connection. It will take time for them to figure out and realize that there is actual care for them and to open up to receive the Love of God through your kindness, love and grace.

PMA does a weekly radio show called Prison Transformation Radio and they will feature this issue of Correction Fatigue in several upcoming episodes to highlight the needs and how churches can get involved to reach out to the correctional officers and how more people can get involved to do the right thing. The podcasts are available on www.prisonmisison.org/media . Helping to increase awareness of the needs and how they can take action is a major part that each person can play in helping turn things around.

Conclusion

This is a very complex problem with no quick easy fix as the prison system is broken. It will take everyone helping out. The national government, local government, communities, nonprofit organizations, churches and people who can volunteer as well will all need to be part of the solution in doing the right thing. Prison Ministries need to consider more than just helping inmates but also the correction staff. It seemed in doing the research that there needs to be a lot more work done by the government, the leaderships in prisons, local communities near the prisons, churches, nonprofits and individuals need to collaborate to improve and bring change to this broken prison system.

PMA has added 14,000 new students in the last four years and working to plant churches behind bars that will improve the culture in the prisons. The next wave of outreach will be to reach out to the CO's with the Workshop on *12 Seeds for Relationships* we discussed above and offering free books like the *12 Seeds and Staying Well* books. Reaching the correctional staff, wardens and their families will help us reach more people for Christ and bring more glory to God!

It will take prayer, education and training for correctional staff to have positive coping strategies they can apply in their lives. Churches need to be educated of the needs and action steps suggested in this paper. It is a lot of work but a verse that encourages me about this is, "Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up" (Gal 6:9 NIV).

Resources for Correctional Staff – Updated April, 2024

AMERICAN CORRECTIONAL CHAPLAINS ASSOCIATION Website: www.correctionalchaplains.org

2304 West 38th Ave. Pine Bluff, AR. 71603, President, **Rev. Norma Gillom, (870) 413-3698,**
gillompastor@aol.com

- Spiritual and mental health support for inmates and Correctional Officers.
- Multi-faith background.

CORRECTION OFFICERS FOR CHRIST Website: www.nyccofc.com

Operates in NYC, contact 844-NYC-COFCC (692-2632)
contactnyccofc@gmail.com

- Fraternal organization to support Correctional Officers
- Supports CO's by facilitating monthly meetings, hospital visits, grief, and sharing the gospel.
- Their theme is "Bold enough to serve God."

CORRECTIONS STAFF FELLOWSHIP Website: facebook.com/correctionsplus

- Primarily an online support Christian organization.
- They aim to grow their chapters to become countrywide.
- Provide CO's with daily devotionals, marriage retreats, and a prayer request "page."

DESERT WATERS CORRECTIONAL OUTREACH Website: www.desertwaters.com

Located in Florence, CO. Executive Director, Caterina Spinaris 719-784-4727

- Psychological and mental health support.
- Christian background.
- Provides Correctional staff with tools such as Corrections Fatigue self-assessment, literature, personal consultations, seminars, workshops, and a monthly newsletter called "Correctional Oasis" email for COs
- Written many books to help staff including *Staying Well: Strategies for Corrections Staff*

DISMAS MINISTRIES Website: www.dismasministry.org

Located in Milwaukee, Wisconsin. President Sr Patricia Weidman of Minersville, PA

- Primarily an inmate ministry but also focused on assisting Correctional Officers when needed.
- A national Catholic organization.

HEIRS OF RESTRAINT Website: www.heirsofrestraint.com Email: co@heirsofrestraint.com 573-612-9180

- Spiritual, emotional, physical support of Correction staff via personal contact, publications, phone calls, emails,
- Provides prayer ministry via the website.
- Provides free Heirs of Restraint Bibles and study manuals to Correction Officers.

PRISON MISSION ASSOCIATION Website: www.prisonmission.org

Executive Director, Dwight Anderson, Headquarters: Port Orchard, WA dwight@prisonmission.org

- National Organization formed to do prison ministry in 1955.
- Provides how to pray for CO handout to local churches and individuals
- Provides a handout that lists the Resources available for Correctional Staff.
- Provides free Bibles and Bible Correspondence courses, which any student may earn college credit.
- Provides 12 Life Skills for a Better Life Workshop for CO includes free 12 Seeds textbooks and workbooks.
- Recruits local churches to host appreciation dinners and projects like *Staying Well* books, Bibles for CO's, and posters for their breakroom, etc.

This list provided by Prison Mission Association.
 For more information contact Dwight Anderson, 612-423-3457

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