

Chaplain Kenneth R. Harris, Jr.
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EXPERIENCE:

November 2, 2014 to Present

40 hours per Week; **Federal Correctional Institution – Jesup Georgia** (Supervisory Chaplain) **GS 12 Step 10; \$102,000 annually**; Immediate Supervisor: Associate Warden – Raymond Burgos; Work: 912-427-0870; Provides a full range of pastoral care ministry to inmates (which ranges from 17 to 21 different) of diverse faith groups which includes opportunities for worship on holy days as appropriate with each faith group (at one of the largest Federal Prisons in the Southeast).

Provides direct supervision of the hiring process of chaplains and Religious Services' Staff; and Religious Services budget, which includes Government Contracts, along with eight inmates. Primary responsibility is to manage the Religious Services Department, which includes managing the 16 diverse faith groups of over 1,500 inmates. Duties also include evaluating work ethics of orderlies; and creating orderlies work schedule. In addition, also responsible for conducting visitations throughout the three Federal Institutions: Medium Institution, Satellite Low, and Federal Prison Camp respectively.

Individual Counseling provided to inmates in need of personal counseling, crisis counseling intervention, re-entry counseling, and preparation training. Hospital visitations conducted for hospitalized inmates where clinical pastoral care and counseling was provided; and Memorial Services were conducted for deceased inmates. Assisted in maintaining and conducting well-rounded programs of religious instructions and coordinating Volunteer Preparation Classes for 28 volunteers. Instituted Bureau of Prisons Threshold Course at FCI Jesup. Threshold is a three phrase programs – taught for 6-8 months - which has been proven to reduce recidivism.

Instituted first ever “praycation” for Christians at all three institution, which provides inmates an opportunity to elevate their prayer life and develop a closer relationship with God.

Instituted first-ever 5 Hours “Breaking-the Chains Marriage Enrichment Program” for inmates with 36 months of time remaining. This training allow the inmates’ spouse or significant other to strengthen their communication skills prior to release.

Instituted first ever “Celebrated Recovery” at FCI Jesup. Celebrate Recovery is a program which aims at bringing about healing from various addictions (alcohol, sex, drug, and pornography).

Provided invocation for quarterly Community Relations Board which consist of both community and state-wide stakeholders such as the City Mayor; Assistant State Attorney; City Sheriff; Vice President of local Community Colleges; State Highway Patrolman to name a few. Selected by Regional Office (Atlanta, Georgia) to serve collateral duty as the Southeast Region’s Crisis Support Team Religious Representative. **Responsible for institution been recognized by both the Regional Director of Prisons and the Director of Prisons for leading the institution from an Acceptable Rating to a First-ever Superior Rating in the institution 26 years of existence. Recipients of multiple bonuses and promotions (skips) within the GS 12 rating process.**

December 30, 2013 to November 2, 2014

40 hours per Week; **Federal Correctional Complex – Coleman – United States Penitentiary 1** (Staff Chaplain); **GS 12; \$72,300 annually; Immediate Supervisor: Associate Warden – Larri Lee;** Work: 352689-4005; Provides a full range of pastoral care ministry to inmates of all faith groups – North America’s Largest Federal Prison - which included opportunities for worship on holy days as appropriate within each faith tradition. Provides direct supervision of the hiring of four inmates whom worked in Religious Services. Duties also include evaluating work ethics of orderlies; and creating orderlies work schedule. Responsible for conducting visitations throughout the institution and assist in maintaining and conducting a well-rounded program of religious instructions which included Threshold Classes, marriage enrichment seminars for FCC-Coleman LOW, and FCC –Coleman CAMP, Bible Studies, and personal counseling. Hospital visitations conducted for hospitalized inmates where clinical pastoral care and counseling was provided. Conducted memorial services for both male and female inmates as needed. Responsible for contributing to the institution receiving a “Superior” Rating for Religious Services.

May 5, 2012 to December 30, 2013

40 hours per Week; **Federal Correctional Complex – Coleman – LOW Custody** (Staff Chaplain); **GS 12; \$70,000 annually; Immediate Supervisor: Associate Warden – Billy Romero;** Work: 352-689-4005; Provides a full range of pastoral care ministry to inmates of all faith groups – North America’s Largest Federal Prison -, which included opportunities for worship on holy days as appropriate within each faith tradition. Provides direct supervision of the hiring of four inmates whom worked in Religious Services. Duties also include evaluating work ethics of orderlies; and creating orderlies work schedule. Responsible for conducting visitations throughout the institution and assist in maintaining and conducting a well-rounded program of religious instructions, which included Threshold Classes, marriage enrichment seminars, Bible Studies, and personal counseling. Hospital visitations conducted for hospitalized inmates where clinical pastoral care and counseling was provided. **Awarded Institution’s Local Rookie of Year Award in November 2013 – First time awarded to a chaplain. Out of 10 Staff Chaplains - Recommended by Associate Warden (Billy Romero) for National Department of Justice Award in February 2014. Promotion Skip from GS 12.1 to GS 12.2; Class Leader for The Department of Justice Federal Training at Glynco, Georgia Class of 2012; Awarded Bureau of Prison 2013 Employee of the Quarter and received a \$250.00 bonus.**

October 2011 to May 2012

40 hours per Week; Duval County Public School; John E. Ford Middle School; Jacksonville Florida; \$35,000 annually; Provided three tier instructions (US History, World History, and World Geography) at John E. Ford Middle School for 7 months.

August 2010 to July 2011

50 hours per Week; Spiritual Fitness Center (SFC) Manager; \$102,000 annually; US Army III Corps, Fort Hood Resiliency Campus; Commandant – Colonel William Rabena; Work: 254-553-0495; Served as the Resiliency Center’s Spiritual Fitness Center manager for Fort Hood (the largest military installation in

North America) which housed over 55,000 Soldiers and 85,000 dependents along with 246,000 Army Civilians and retirees of Fort Hood Community; Managed a large complex military budget which encompassed over \$400,000 worth of property and equipment; responsible for conducting advertising and promoting Spiritual Fitness Training. Provided leadership to high performing senior executives in a complex military social service agency. Provided coordination and management of Army's State of Arts Facility where Soldiers and their family members could nurture their faith and their spirituality through Comprehensive Soldier Fitness (CSF) by way of providing hip-pocket marriage and family training, suicide prevention, marriage and family counseling along with serving as a key member of the campus' interdisciplinary team. Hospital visitations conducted for hospitalized staff members where clinical pastoral care and counseling was provided as needed. **This position often involved coordinating activities in the program areas of family safety, child and adult protection, and family preservation services by way of coordinating with Senior Family Life Consultants in lieu of foster care and adoption agencies. Coordinated economic self-sufficiency; disabled Soldiers rehabilitation by way of horse ranches, and mental health and substance abuse; executive direction and support services for the resiliency complex campus which also encompassed serving as a military liaison within the civilian community by addressing the gap and similarities in the military domestic violence and civilian domestic violence, along with housing solutions for the battered and abused spouses and their children.**

August 2008 to August 2010

60 hours per Week; 504th Battlefield Surveillance Brigade; \$96,000 annually; As the 504th Battlefield Surveillance Brigade Chaplain provided overall guidance and supervision for brigade chaplains and chaplain assistants in both garrison and during deployments. Supervisor: Colonel Frank Jackson at 1254-288-6545. As the Brigade Chaplain - deployed with 1700 Soldiers from Fort Hood Texas to TallAfar, Iraq. After deploying to Iraq the brigade expanded to 2500 Soldiers. Provided pastoral care and counseling for 2500 Soldiers during the deployment to Iraq; along with spiritual guidance, marriage and family counseling along with grief counseling, suicide prevention training, conflict resolution seminars, team building training, pre-deployment training, re-deployment training. Provided marriage and family retreats to help strengthen and enhanced the marriages and families of the brigade. Managed military chapels and ensured unit ministry teams receive the appropriate training to enhance their pastoral skills. Served as Senior Pastor at the brigade chapel, and ensured weekly Bible Studies and childcare services occurred along with ministries geared to meet specific Protestant and Jewish Soldiers and their family members' holistic needs. Hospital visitations conducted for hospitalized Soldiers and family members, and clinical pastoral care and counseling was also provided. Assumed personal responsibility for effective advocacy and activism on behalf of the department of ministry, its incorporation of the brigade's mission and vision. Created a comfortable worshipping atmosphere for Soldiers and civilians (protestant, Catholic, Jewish, and Muslim) of all faith in a wartime and peace-time setting. Provided funeral support as well as before and after burial counseling to Soldiers and their immediate family members as needed.

June 2006 to July 2008

60 hours per Week; Chaplains' Resource Manager, US Army; Presidio of Monterey; \$92,000 annually. Supervisor: Colonel Pamela Martis; Phone number: 703-614-3328; Served as Resource Manager and Fund Control Manager. Planned, supervised, and coordinated work activities of subordinates, staff chaplains, chaplain assistants for the 5200 member Defense Language Institute and the Presidio of Monterey Religious Services Programs. Provided hospital visitations were conducted for hospitalized

Soldiers, retirees, family members, and civilians respectively. Clinical pastoral care and counseling was also provided. **Prepared and distributed written and verbal information to inform employees and the public of operational policies and regulations. Analyzed internal processes and plans while implementing procedures and policy changes to improve spiritual support operations and functions. Ensured compliance with legal requirements. Developed methods to improve policies, processes, and practices while preparing operational forecasts to project trends and program needs of the chaplaincy and comprehensive religious support.**

June 2003 to June 2006

60 hours per Week; 20th Area Support Command Chaplain, Taegu, South Korea; Supervisor: Colonel George Washington; \$94,000 annually. As the 20th Area Support Group Chaplain provided overall guidance and supervision for Area IV, and the 20th Area Support Group Command. Provided overall guidance and supervision for group chaplains and chaplain assistants in both garrison and during deployments to Busan, South Korea. Provided pastoral care and counseling for more than 5000 Soldiers, retirees, civilians, and their family members. Provided hospital visitations were conducted for hospitalized Soldiers, retirees, family members, and civilians respectively. Clinical pastoral care and counseling was also provided. Visited incarcerated Soldiers; and conducted Memorial Services for the group. **Addition, provided spiritual guidance, marriage and family counseling along with grief counseling, suicide prevention training, conflict resolution seminars, team building training, pre-deployment training, re-deployment training. Provided quarterly marriage and family retreats to help strengthen and enhanced the marriages and families of the 20th Area Support Group. Managed military chapels and ensured unit ministry teams receive the appropriate training to enhance their pastoral skills. Prepared budget requests and monitored expenditures of funds of over \$810K. Consulted with staff and others in government, business, and private organizations to discuss issues, coordinate activities, and resolve military and civilian related issues and challenges.**

June 2000 to June 2003

60 hours per Week; Director of Ministry, Pastoral Care and Counseling; \$87,000 annually. Supervisor: Dr. Paula Underwood; Phone number: 912-370-6001. Over 5 years of experience in healthcare setting. As the Chief/Director of Pastoral Care with a completion of a yearlong supervised ACPE In Resident Program (from the world renowned Army Burn Unit: Brooke Army Medical Center of San Antonio, Texas) with 5 Units of Clinical Pastoral Education – served a and provided pastoral care for the US Army Medical Activity Center in Fort Stewart, Georgia. Provided and coordinated Religious services for patients, families and staff for this 165 bed hospital and 4 free-standing health clinics.; Responsible for providing for the spiritual wellbeing of more than 900 military, civilian, and contract staff members. Conducted weekly regular scheduled religious services and prayer along with rituals for patients/families. Provided comprehensive care, which included spiritual and emotional care for Soldiers/patients and their family members. Served as a member of the interdisciplinary clinical team, participating in patient rounds, case reviews and ethics, along with advance directives consults. Provided crisis intervention and bereavement support for persons experiencing suffering, tragedy or loss. Performed requested sacramental services, applicable chapel services, and/or arranged for the provision of these services by community clergy. Documented spiritual care interventions on the patient chart, including, but not limited to such information as referral source, spiritual assessments, interventions, and followed-ups.

EDUCATION

Englewood High School, Jacksonville, Florida: 1980 High School Diploma;
Florida Community College at Jacksonville: 1982 Graduate (Associate Arts);
Edward Waters College at Jacksonville, Florida; 1987 Graduate
Interdenominational Theological Center, Atlanta, Georgia; Master in Psychology of Religion & Pastoral
Care (M. Div.) 1991 Graduate;
Uniformed Services University Health Science; Brooke Army Medical Center; Fort Sam, Texas; 2000
Graduate; Specialist in Advance Clinical Pastoral Education

U.S. MILITARY SERVICE INFORMATION

United States Air Force Reserved: 1984-1991, Honorable Discharge;
Active Duty: November 5, 1991 to 1 July 2011 (US Army); Campaign Badges and /or Expeditionary
Medals Received; Global War on Terrorism Service; Korea Deployment Service Medal; Humanitarian
Service Medal; Overseas Service Ribbon; National Defense Service Medal; NATO Medal; US Army
Bronze Star Medal Recipient; Iraqi Campaign Medal

Honorable Discharge:

Retirement Rank: Major; Official Retirement Date: July 1, 2011
Disabled Veteran: 80 Percent

Bureau of Prisons Awards:

Rookie of The Year: 2012, FCC-Coleman
Promoted to Supervisory Chaplain: November, 2014: FCI Jesup
Completed Principles of Leadership Phase I, September 17, 2015; H. J. Marberry; Regional Director
March, 2016: Program Review Superior Rating: FCI, Jesup
Special Act Award: October 6, 2016; J.V. Flournoy, Warden
Time Off Award: October 17, 2017; L.A. Jones, Acting Warden
Completed Principles of Leadership Phase II, March 15, 2018
Special Act Award: September 25, 2018; D. Edge, Warden
Time Off Award, September 25, 2018; D. Edge, Warden
Sustained Superior Performance, May 26, 2019; C. Garrett, Acting Warden

Professional Affiliation:

Endorsed by the Church of God In Christ, Inc.
Member of the Association of Professional Chaplains (APC)
Pending Board of Chaplaincy Certification Inc., (BCCI)
Pending Association of Clinical Pastoral Education (ACPE) Membership: Spiritual Care Professional
Founder & Facilitator of Facebook's "Virtual Marriage Fitness (House to House)": A Marriage Support
Group borne out of COVID-19. It is designed to help virtually strengthen Christian marriages through
various "scholarly" books. Virtual Sessions are conducted bi-weekly.

