

Kairos of Texas (KOT)
Executive Committee Meeting
Hill Country Bible Church & Zoom
November 7, 2025

Attendees:

Scott Baker, Kyan Kirby, Susan Huse, Bob Crane, Ray Middleton, Susan Mannas, John Osborne, Bill Johnson, Robert Kimmel, Pastor Lisa Harbert, Driskoll Tubbs, Audra Lee Johns, Laurie Garner, Dawnya Wineinger, Don Wineinger, Julie Cole, Brian Gibson, David Stone, Wesley Padgett, Elizabeth Padgett, Audrey Duke, Larry Rodgers, Marjorie Whitner, Socorro Hendry, Michael Tavary, Dusty Meil, Dawn Jonas, Sharon Johnson, Melinda McDonald, Dianna Jackson, Wendy Boynton, Becky Terry, Dawn Tucker, Steve Newton, and Roger Harbert.

Attendees via ZOOM:

Joseph Pichotta, Bill Anderson, Dickson de la Haye, Sharla Bursey, Michelle Edwards, 817-832-3178, Tara F. Kari Lindsey, Pritchett, and Ellis Torch.

Pastor Lisa Harbert gave the opening prayer and devotional (Numbers 6:24). Pastor Lisa reminded us that we have a big day this coming week, Veteran's Day on November 11th. She told us that Veteran's Day became a day of remembrance at the end of World War I. The war ended at the 11th hour, on the 11th day, of the 11th month. And, that is why Veteran's Day is always on November 11th. Pastor Lisa told us the day before Veteran's Day 11/10 is the 250th birthday of the establishment of the Marine Corp (11/10/1775).

Scott Baker called the meeting to order at 5:15 p.m. There was a late start due to the Hill Country Bible Church security procedures.

Pastor Lisa Harbert gave the opening prayer and devotional. Pastor Lisa discussed Veteran's Day. She told us that Veteran's Day started at the end of World War I. The war had ended at the 11th hour, on the 11th day, of the 11th month. That is why Veteran's Day is always on November 11th. Another interesting fact Pastor Lisa provided was that in 1775 on 11/10 the Marine Corp was established.

Susan Huse requested approval of Executive Committee KOT minutes from August 8, 2025. Ray Middleton made the motion to accept the minutes. Driskoll Tubbs seconded the motion. The motion was approved.

KOT Chair, Scott Baker thanked everyone for joining us for our Q4 KOT Meetings. Saturday will be busy with a full Agenda PLUS KOT Annual Elections AND Decisions we need to make on our path forward on a couple of Recruiting Programs.

We are ending the year with another record number of AC's – 67!!! Thanks to Ellis Torch! Torch in Prison? YES! ANOTHER FIRST IN TEXAS!

We attended a great 5-day TDCJ Chaplaincy Conference in mid-September. We previously attended "Prison Ministry Awareness" conferences in 2023 and 2024. This year, CF Hazlewood amped it up at a new location, Cho-Yeh, a Christian Camp outside of Livingston. TDCJ Chaplain representation appeared to be at 100% and the facility was packed! Kairos of Texas was represented by six volunteers, namely Crystal Mendoza (Crain #1), Arvette Gwynn (Crain #2), Audrey Duke, Susan Mannas, Pam Baker, and me, Scott Baker. It was noteworthy that, with all the ministries represented throughout the week, CF Hazlewood made the observation on the last day of the Conference that Kairos was the only ministry that came and stayed for the whole 5-day Conference. For those of you that may not be familiar, CF Hazelwood is the Deputy Director of Religious Services for TDCJ.

One of the greatest benefits of the whole Chaplaincy Conference resulted from Scott Van Pelt's suggestion that we introduce ourselves to Chaplain John Fisher, Ph.D. from the Wallace Unit. We will hear from Dr. Fisher tonight and tomorrow. Scott told us that we would be able to identify Chaplain Fisher by his hat, a Panama Jack hat.

Ray Middleton gave the KOT Financial Secretary Highlights:

Ray opened by saying "God puts the right people in the right place at the right time". He shared how he had come to be the Financial Secretary. With his background, and help from Bob Crane, he was able to convert Texas from Model #2 to Model #1. The conversion brought Texas in-line with the other Kairos state financial systems.

Financial Conversion Project for 2024-2025:

DONE!!! ... AHEAD OF SCHEDULE. All ACs have now been converted to Model #1.

Financial issues to be addressed by State Treasurer and State Financial Secretary include:

- AC deposit process/procedures
- AC payment process/procedures
- Qualified plan donation process
- Change to State Affiliation Fee process
- Alternative payment processing
- Online donation processing
- Investment of excess cash balance
- Contingency/succession planning

Each AC pays KPMI 15% in Affiliation fees annually. Ray and Bob are trying to reduce the AC state chapter fees.

KOT 2025 (current) Assets are \$1,433,980

KOT 2024 Assets were \$1,272,888

Total Change of \$161,092

KOT 2025 Income for AC Program Events \$1,793,095

KOT 2024 Income for AC Program Events \$1,621,420

If you want a complete Financial Report, please contact Susan Huse at susankotsec@gmail.com to request one and she will send it.

Bob Crane, Treasurer has been working out the kinks in the donation process on the “Give Butter” platform.

Bob has been on the EC as Treasurer for nine years. An Assistant Treasurer is needed. Bob hopes to train someone next year. As the limit for service as the Treasurer is 9 years, variance had to be requested for a 10th year because he has been the Treasurer for 9 years. Evelyn approved the Variance to support our conversion from Model 2 to Model 1 Accounting.

Richard Lauzon/Dawn Jonas provided the hotel report highlights. Richard had to step down from Hotel Coordinator. Dawn Jonas graciously agreed to take over the position going forward.

Kyan Kirby provided the Advisory Council Activity Report:

Kyan discussed receiving the minutes and getting them reviewed. Kyan thanked all ACs that promptly send their minutes.

Driskoll Tubbs discussed Kairos Messenger entry. He is diligently working with the KI, KO and Torch ACs to make entry in Messenger. He specifically mentioned there have been issues with SWAP entries into Messenger.

Chaplain John Fisher, Ph.D. was introduced. Chaplain Fisher briefly shared his story on how he got into the chaplaincy role with the Texas Prison system. Chaplain Fisher will be spending time with the Kairos Outside team tonight after the EC meeting as their guest speaker. He will be talking about the IMPACT of Kairos Outside in the TDCJ system. He will address ALL of us tomorrow morning at the SCC meeting.

Scott Baker provided closing comments and Ray Middleton closed the EC Meeting in prayer. The meeting was adjourned.