

Flourish, Not Just Survive
Kairos of Texas State Chapter Committee Meeting
Hill Country Bible Church, Austin, TX
October 14, 2017

Chair: Steve Newton

Executive Committee present: Steve Newton, Ray Sims, John Osborne, Bob Crane, Joy Drady, Rhonne Gary, Driskoll Tubbs, Robert Kimmel, Dickson de la Haye, Bill Salsler, Debbie Van Pelt.

Units not represented: Clements, Estelle, Jester 3, Lynaugh, Smith, Terrell, and Vance

Minutes

Gather for fellowship and Refreshments: 8:30-8:45. Praise and Worship: 8:45-9:00 led by Scott Van Pelt, joined by Tony Perez.

Steve Newton called the meeting to order at 9:00 a.m. with words of appreciation for the music team.

David Mosser, State Clergy Coordinator, gave the opening prayer and devotion. He shared memories of Rick Hope. He read from Romans 16, the last chapter of the last letter that Paul wrote, where Paul gives a long list of those who served with him to spread the Gospel. Paul taught all of them how to be pastors and plant churches. Most important to Paul were the relationships he had built during his ministry. It's a good thing for all Christians to remember that we also were created to be in "relationship" with one another. That's one of the great gifts Kairos gives to many people who have not had that blessing much in their lives.

Steve recognized those attending for the first time and introduced Chaplain Celum.

Casey Celum, Chaplain Region IV, TDCJ told us that God wants us to talk about "Change." We all experience changes physically and mentally. Change is also happening in the TDCJ with new wardens, chaplains, and administration so please be patient.

He shared about an inmate called "99" who looked like Grumpy of the 7 Dwarfs. "99" told the chaplain, "I want to change my faith from Christian to Satanist," because he was fed up. Chaplain Celum was able to get him into the next KI weekend where "99" gave his life to Christ.

Kairos is making a difference, a change in people's lives. There are 3,000 inmates at the McConnell Unit. 650 are graduates of Kairos and an average of 200 men attend the weekly Prayer and Share.

The **Roll Call** was taken by Joy Drady, secretary. Those units not in attendance are listed at the beginning of the minutes. Steve asked for **approval of the July 8, 2017 Minutes**. Bill Johnson moved the minutes be approved. Seconded by Bob Landreth, motion passed.

Chair Comments: Steve Newton

1. **Schedules and Leaders for 2018 Weekends:** (see chart* on back of agenda) Note how many AC's are missing information about their weekends. There is the high number of weekends where the LEADER has not been identified and LEADERS that have not attended AKT. The Spiritual Resume (SR) is the Ad Councils official recommendation for a person to be a Leader and is signed by the AC Chair.
 - a. Remember that Observing Leaders need to have gone through AKT before they fill that role. That isn't a "punishment" rule, it is a best practice. It gives you a backup plan if the weekend Leader is unable to lead the weekend.
 - b. There are 52 AC's that have not set dates for weekends in the Fall of 2018.

- c. On a positive note, there are lots of AC's that have scheduled their weekends and leaders into 2019. Clearly a "Flourish, not just survive" practice. In order to flourish we need to make plans at least a year in advance.
- 2. Comments from Oscar Mendoza, Deputy Executive Director, TDCJ**

given at the annual Crusade Providers meeting (10/12/17) with the following officers present:

 - Marvin Dunbar**, Deputy Director of Rehabilitation Program Division
 - Steven Gaddis**, Manager of Support Services
 - Michael Rutledge**, new Director of Chaplaincy Operations
 - i. TDCJ is a "bureaucracy" but they are working hard to educate chaplains and wardens to allow Crusade Events to be scheduled at least a year into the future.
 - ii. Media Agreements: This is the form requesting permission to take pictures on a weekend that must be submitted to TDCJ for approval at least 21 days before **each weekend**. A copy of the form will be put on the KOT Website.
 - iii. Never put pictures of inmates on any type of social media.
 - iv. TDCJ loves the ministries that go in and change people's lives.
- 3. Advisory Council Reorganization** – As reflected by the new table arrangements, we've reorganized the AC's, adding two new regions, to make a better balance by region.
 - a. Based on feedback from last quarter, the time for table discussion has been lengthened. Please see the suggested topics for discussion at the bottom of the Agenda.
 - b. Consider one more: What role does the KI volunteer play during Prayer and Share? There seems to be a wide variety of opinions.
- 4.** There have been suggestions that KOT hold a **Texas "Annual Conference"** The plan is in the initial phase: held perhaps in October, at a hotel/conference center with spouses invited and including some fun activities. More details to follow from Ed Keefer.
- 5.** I sent out a **plea for Ad Councils to send minutes of their meetings to Ray Sims and me.** 26 AC's have sent none or only one copy so far in 2017, and 4 AC's didn't send any copies of their minutes of meetings in 2016 either. I am appealing to the AC's to be more responsive to this request.
- 6. Taking KO Guest Reservation forms into the Unit for your monthly Reunion.** This creates a vital connection between Kairos Inside and Outside and will increase the interest for potential Guests on KO Weekends. *Please ask for the Chaplain's approval and start doing this.*
- 7. Weather has not been a friend of Kairos in south Texas this summer. I hope you received my email of a summary of the impact of Harvey on Kairos.**
 - a. My point: When Julie sends information to the AC Chairs and State Reps, the expectation is that it will be forwarded to the rest of your AC and to your entire Kairos community. The AC's Communications person could help make that happen
 - b. Please make it a habit to do that.
 - c. Want to especially convey our appreciation to TDCJ for the work they did to protect inmates from the ravages of Harvey. Although, I've not seen anything in print, I expect many of the CO's who escorted prisoners north were themselves suffering from storm damages on their own homes.
- 8.** We will hold elections today of Kairos of Texas officers for 2018. Robert Kimmel will give directions for that.

9. Your **Ad Councils** should also be in the process of electing officers . **There will be Ad Council Training during the KOT meeting, Jan 13, 2018.** Please make plans for **all** members of your Ad Council to attend and make your reservations early.
10. **Please include the subject of “Recruiting Minorities” on every one of your Ad Council meeting agendas.** Increasing minority Kairos volunteers will not happen without pro-active, structured outreach processes.
11. **Write me downs:**
 - a. Schedule your spring and fall 2018 Weekends and identify Leaders
 - b. A Media Agreement must be done for each & every KI Weekend per TDCJ rules.
 - c. Begin talking about a KOT Annual Conference.
 - d. Take the KO Guest Reservation forms with you to the next KI Reunion.
 - e. Include Minority Recruiting on the agenda of every AC meeting.
12. **A vibrant Outreach program is so important.** Steve shared that he is proud of KOT for what we do and how we do it . There are still about 10 prisons in Texas who qualify but don’t have Kairos. The lack of volunteers is what is holding us up. We also need a constant influx of new volunteers to serve in the current Ad Councils. “Outreach, Outreach, Outreach!!!”

Election of 2018 Executive Committee Officers, Robert Kimmel (Chair of the Nominating Committee)

Other members of the Nominating Committee are Julie Cole and Scott Baker.

Having received no other nominations to run against the present slate of officers, Robert asked that the current KOT officers be accepted by proclamation. Driskoll Tubbs made a motion to accept the present KOT officers by proclamation. Seconded by Scott Van Pelt, motion passed by a voice response of “present” by the assembly.

Texas has four International Council Reps with a term of 3 years. They can be elected for a second term of 3 years. Rhonne Gary is not running for re-election so we are electing someone to fill her position.

Directions for voting: Each State officer (except the Chair) all four IC Reps, and each Unit represented are allowed one vote. Sub Committee Chairs may vote unless they are voting in another position. Absentee voting is not permitted.

The four persons nominated for the IC Rep position were listed on the ballot and no nominations were made from the floor. Each nominee presented their spiritual resume to the assembly:

Robert Robinson, Debbie Van Pelt, Marjorie Whitner, and Joaquin Ytuarte.

The ballots were collected to be counted by Julie Cole and Robert Kimmel.

John Osborne, State Financial Secretary, provided *Financial Analysis Report (ending Aug 31, 2017), *Profit & Loss (January thru August, 2017) and *Balance Sheet as of August 31, 2017. Revenue is 8.3% ahead of last year and Net Income is up almost \$60,000 from last year.

Financial Secretaries and Treasurers are doing a great job. Interministry Blessings shows the Units who have excess funds are “blessing” other Units that have needs.

Total Weekend Expenses is \$10,000 over last year, but our Net Income is \$105,000 plus.

KPMI sent the requests for **Budgets** on Sept 13, and they have been forwarded to Ad Council Financial Secretaries. They are **due back to John with AC approval (signature of AC Chair) by Oct. 27.**

The 3rd annual Training for Financial Secretaries will be offered Jan 13th at the KOT State meeting. **It is imperative that Financial Secretaries (especially the new ones) attend the training to give them the tools they need to do the job.**

Bob Crane, Treasurer's Report _ If a new Ad Council Treasurer (and or Council Chair) is elected you need to get the **bank signature card updated** as soon as possible. **The signatures of Steve Newton, Bob Crane, and Evelyn Lemly (CEO) must be included on all bank accounts.**

In January, there will be a separate Training for Treasurers also. The Hotels want our request for rooms by Dec 23 so I will send the reminder email to everyone much earlier and ask you to respond as soon as possible.

When Julie sends the Master List to Council Chairs and State Reps it should be reviewed by all the Council Members for address and phone updates. Send corrections to Julie Cole. (Also send Weekend dates, chosen Leaders, their Spiritual Resumes, and the dates they attended AKT to Julie.)

Report of Election Results, Robert Kimmel: Since none of the nominees for IC Representative received a 50% majority of the votes, a second vote was required for a run off between the two nominees who received the most votes: Debbie Van Pelt and Joaquin Ytuarte. Ballots were distributed for the vote and collected by Julie Cole and Robert Kimmel to be counted.

Regional Table Discussions

Report of Election Results, Robert Kimmel: Joaquin Ytuarte has been elected as the new IC Rep for KOT.

Break for KOT Subcommittee Meetings & Lunch

International Council Reps:

Robert Kimmel – Program Excellence Sub-Committee EI Reports are now entered into a computer and emailed to KAIROSEI.com. When that is done it should trigger an email containing the report to several people: Weekend Leader, Observing Leader, State Chair, AC Chair and EI Designee. Please check with your Regional EI Coordinator that they received it.

Rhonne Gary – Governance Committee is responsible for vetting people to be elected to the KPMI Board of Directors

KO Sub-Committee: Ad Council and other meetings can be done anytime on a free conference call by either calling KPMI office to set it up or use freeconferencecall.com

Dickson de la Haye - KI Sub Committee is collecting ideas to improve the KI Continuing Ministries which includes four elements: Prayer & Share, Monthly Reunions, Retreats (perhaps twice a year), and Establishment of a Resident Group. Please forward any ideas you have to Dickson's email on the website.

On the MYKAIROS.org there is a link to "Annual Conference" where you can view all the presentations that were made at the conference including one on "Successful Weekend Leadership" It coaches AC's for how to have successful weekends, including explaining the Leadership track and the suggested qualities of a potential Leader.

Driskoll Tubbs – Communications Websites for AC's are working well. Evelyn has some new ideas to improve communication that she will share soon. Evelyn is working hard to make the Kairos ministry better, to serve the prisons the way we are supposed to.

Debbie Van Pelt, Kairos Outside Chapter Chair: All 10 KO Units are represented today. We have two KO new starts, Fort Worth and Abilene. We need another KO Ad Council in Houston – requesting prayers for that to happen.

A disclaimer statement is required on meal tickets used as a fund raiser for weekends.

"Funds may be used for other expenses after food has been paid for."

As a non-profit, if money is donated for meals we must give notice before using it for other expenses. I have made a template for printing meal tickets with the KO "heart" logo and the disclaimer. I can email it to anyone at your request.

Bill Salser, Torch Chapter Chair: Torch Meeting had nine volunteers in attendance with a broad range of experience/interest in Torch. Larry Rogers, a long time Kairos volunteer at Beto explained a bit of the history of Torch efforts in the Dallas/Ft Worth area and his efforts to bring Torch into the Collin County facility.

Dean Cooke spoke about the ongoing relationship between Torch and the Randall County Facility of the High Plains, at Amarillo. He noted that the facility is unique in many ways and that the interaction between the facility and the Torch community is very productive. The philosophical relationship between the two organizations for guidance of youthful offenders is faith-based and serves the children well.

Marcia Wiseman brought several of the new Restart members from the Torch-Katy Advisory Council and made presentations for both the EC and the New Starts Committee on progress of the Restart.

Candy Kyle from Killeen, a new volunteer, and Teddy Carson from Lubbock represented interests in their respective communities. Candy and her husband had observed the Torch-Amarillo weekend and she gave a spirited statement of experiences at the weekend and also her recent experience as a volunteer on the Hobby weekend as a first time volunteer. She noted her reflections on the common thread of negative behavior and a need to address issues earlier in the juvenile delinquent periods where possible.

The main focus of the meeting was to recognize the criteria for potential facilities for Torch programs and to focus on the initial introduction of Torch to the facility authority in charge of programs. Our current experience is that the tools/techniques employed are not being effective for the initial introduction of our program. Due to new regulations, changing management philosophies and educational obligations the facilities tend to be content to focus on the mandated programs and try to move the youth through the facilities as quickly as possible.

Torch is an extraordinary evidence-based tool of great potential value to the facilities and the children alike if it is used properly. In the facilities where Torch has operated, the enthusiasm is great. To my knowledge it is the only documented formal mentoring program for us in juvenile facilities in the U.S. We simply must be able to make a positive first impression that will justify added effort in the eyes of the key decision makers.

Sub Committee Reports:

Outreach/Volunteer Recruitment: Dickson de la Haye Several State Reps came to the Outreach meeting today. We reviewed the "Effective Recruiting" presentation from the Annual Conference which is available thru a link on MyKAIROS. It suggests a four part plan: 1) Establish a goal 2) Create a blueprint for how to accomplish it 3) Be aware of the people and 4) Make sure they have a process.

We do need to focus on recruiting minorities. That requires getting out of our comfort zone. Using InfoUSA for a list of churches in your area is a good place to start.

New Starts: Ray Sims Jester3 held their first weekend Aug 17-20. Their instructional was delayed due to the hurricane but has been completed and they are good to go forward.

Hilltop is off to a good start and will have their first Team meeting Nov 4th. Patsy Mehr reported they have started Prayer & Share and they have 2 new volunteers close to the Unit who can help with those.

KO Abilene has started Ad Hoc Committee meetings but needs more volunteers to fill positions.

They will come together in God's time.

KO Fort Worth's Ad Hoc Committee is identified and their Proposal is written. They need only one more volunteer's commitment to serve on the Ad Council.

Hinley (women's unit east of Houston in Dayton) is a new possibility. It needs a point person to work on the new start process.

Clergy Report: Had a discussion about the issue of “immunity” when hearing someone’s confession. We learned that KO clergy have the same issues. We need to write something in training and work on it harder. Clergy get more strung out serving on a weekend and get the least training. Recruiting clergy is one of the hardest tasks for the Kairos ministry.

Excellence Initiative: Dolores Amador All who went to annual conference returned “on fire” for Kairos. Thank You to all the EI Regional Coordinators that are doing a good job. We now have 10 regions with the additions of Northeast and Southeast regions. We still need a coordinator for the Southeast region. The current Regional Coordinators are:

Robert Kimmel – Panhandle, Scott Baker- East, Jaime Gonzales – Central, Melvin Dudley – West, Driskoll Tubbs – North, Joanie Garza – Northeast, Bill Johnson – South, KO’s – Debbie Van Pelt, Torch – Bill Salser

Chair Comments: Next meeting will be **Jan 13, 2018.**

Meeting was closed with prayer and singing *Surely the Presence*.

Submitted by: Joy Drady, Secretary

*Reports filed: Agenda, Charts of AC’s Missing Info for Weekends (KI and KO)
Financial Analysis, P&L, Balance Sheet