

**Flourish, Not Just Survive**  
**Kairos of Texas State Chapter Committee Meeting**  
Hill Country Bible Church, Austin, TX  
**October 13, 2018**

**Chair:** Steve Newton

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

**Units not represented:** Clements, Connally, Estelle, Hughes, Jester 111, Murray, Smith, Telford, Terrell, Torch Amarillo, and Wynne.

**Minutes**

Steve Newton called the meeting to order at 9:00 a.m. and recognized those attending for the first time.

**David Mosser**, State Clergy Coordinator, gave the opening devotional and prayer.

He spoke about the importance of leadership in Kairos. Every Christian is a leader because they have influence in many relationships. The story of Job is a “living” example of the question “Why do bad things happen to good people?” Job lost everything but he held on fast to his integrity.

The most important thing we do in our Kairos ministries is build relationships with others. If we hold on to our integrity it will cost us something, (perhaps everything) but integrity is the way we build relationships with people who are in the prison system. If we demonstrate integrity in small things when we make decisions, God will give us opportunities to hold on to it in big things. The big things are leading people to Christ who changes their life so they can be Christian Leaders with integrity for others.

**Tom Brouwer**, Chaplain Region 111, TDCJ Comments

He delivered “greetings” from Timothy Jones, the new Director of Religious Services for TDCJ and offered **Three Challenges** for Kairos of Texas:

1. **Press On in your ministry.** Don’t ever stop doing the glorious work you are doing. When you get weary, tired, frustrated, discouraged ... Press On. Your work is vital and has eternal consequences.
2. **Stay Faithful to your original calling.** Continue to let the Holy Spirit lead your work. Ministries often lose their original mission focus. Don’t let the manual replace the Word of God.
3. **Lift Up and Proclaim Jesus Christ.** Kairos is effective and fruitful because Jesus Christ is central to what you do. There is no salvation, hope, help or healing apart from Jesus Christ.

TDCJ is grateful for the relationship we have with Kairos and we want this partnership to continue for many years.

Steve asked for **approval of the July 14, 2018 Minutes**. Dickson de la Haye moved the minutes be approved. Seconded by Driskoll Tubbs. Motion passed. The **Roll Call** was taken by Joy Drady, secretary. Those units not in attendance are listed at the beginning of the minutes.

**Chair Comments: Steve Newton**

**New Volunteers:** I have tried to describe the time between our last meeting and now. This quarter has been a time of new volunteers. With the direct assistance of the email sent by Clint Morris, Director of Volunteer Services to all the folks on the TDCJ web site, there was an outstanding response from folks interested in getting involved with Kairos.

Here’s what has happened so far:

- 92 Inquiries in about 4 weeks
- 56 (over 60%) have already been placed

- 7 “No” responses mostly because of distance from unit (El Paso sent to Las Cruces)
- 27 Still in follow up status
- Most interesting, 1 from CEO of Kairos of South Africa for family living in Arlington, TX
- 11 were directed to Kairos Torch in Houston
- Perhaps 10-15% were from folks that participated in a Kairos weekend on the inside and want to come back to serve.

### **Experiences as Chair**

I can't fully express the appreciation I have for all of you allowing me to fill the role of Chair these past 3 years. Never have I worked for a group so dedicated to the work of our prison ministry. When I had to follow up on an unusual issue with an Ad Council Chair, never was I treated with disrespect – always with a servant's heart, full of grace, wanting nothing but the best for Kairos.

I am also thankful for the dedicated service of the volunteers who not only support their own inside and outside programs plus serve as a member of the Executive Committee or Chair a Sub Committee. Kairos asks a lot from the volunteers and this ministry would not exist if each volunteer did not have a servant's heart.

### **Challenges Going Forward**

Good News: Kairos is active or New Start in 47 Inside units, plus 12 Kairos Outside and 2 Kairos Torch programs (61 Ad Councils). Texas is now eligible to elect a 5th International Representative. (1 Rep for every 12 Advisory Councils)

Challenge: According to a rough count, there are still 9 medium/maximum prisons in Texas without a Kairos program. Some of them are far away from everything, some are right in the middle of where other active programs are going on. So we must “Press On”.

The Bigger Challenge is that there are only 2 Kairos Torch programs in Texas. We must grow that program. 2019 will be the year of increased focus in that area.

Kairos has slowly morphed into a sophisticated, multi-million-dollar non-profit organization. Kairos of Texas has had to modify many of our past practices keeping current with regulations imposed on non-profit organizations. Keeping up with financial transactions has been especially hit hard by the required changes. Our KOT financial teams have done an excellent job. As State Reps, please take the message back again to you Finance Secretary and Treasurer to be diligent about turning in their information **every month** on time.

Last comment about tomorrow's challenges: Please continue to line up your weekends and leaders at least a year in advance. Make sure your Observing Leaders attend AKT prior to serving as OL.

Please remember that Kairos Messenger is the system of the future, but it does not do everything that the KOT Master List does. I am sorry that your Ad Council Secretaries must continue to update Kairos Messenger and send changes to Ad Council and Weekends to Julie Cole to be posted to the KOT Master List.

Last: Texas will be purchasing a new set of trailers. Jeff Coatney and the Trailer Sub Committee will be working out the details today. This is the good result of having New Starts in Kairos. There will soon be an announcement about a capital campaign across the state to pay for the trailers.

### **Write me downs:**

1. When info is sent to you about a new volunteer, please respond and contact them quickly.
2. Pay attention to delivering financial data to the state on a timely basis.
3. Line up weekend dates and leaders at least a year in advance.
4. Please remember the first thing I told you three years ago....

***Relationships are more important than being right.***

**Dickson de la Haye:** Election of 2019 Executive Committee Officers

The members of the Nominating Committee were Dickson, Joaquin Ytaurte and Scott Van Pelt. The ballots were distributed and instructions for voting were given. Each person nominated had an opportunity to speak to the assembled State Chapter Committee about their qualifications.

State Chair – Ray Sims	6 Nominees for International Council Representative
Vice Chair – Scott Baker	(3 to be elected)
Secretary – Joy Drady	Red Gilbert, Robert Kimmel,
Financial Secretary – Steve Newton	Driskoll Tubbs, Debbie Van Pelt
Treasurer – Bob Crane	Marjorie Whitner, Marcia Wiseman

The ballots were collected and counted by the Nominating Committee.

Election Results: All of the officers who ran unopposed were elected.

The persons elected to the positions of International Council Representative are Red Gilbert, Robert Kimmel, and Driskoll Tubbs

**John Osborne,** Financial Report

(“High Spot Review”\* reports for eight months ending August 31, 2018 were distributed)

1. Revenue \$1,376,091 1.7% less than last year.
2. Gross Profit: \$812,421 just 0.5% more than last year.
3. Net Income: \$70,748 14.8% less than last year.

Balance Sheet: Total Cash & Equivalents \$793,821  
Checking & Savings accounts: \$103,102

KOT accounts have been moved from Chase Bank into only a checking account at Wells Fargo. The savings account at Chase has been closed.

Budget requests were sent out October 4<sup>th</sup> to be returned by Oct 25<sup>th</sup>.

John will offer Financial Secretary training at the January meeting and Budget Training in July.

He wants the State Reps to tell their Financial Secretaries and Treasurers that

“It has been a pleasure working with them.”

**Bob Crane,** Treasurer’s Report

1. **Every AC in KOT must update their bank account signature cards this year** because we will have a new State Chairman. Any time there are new signers on an account please work thru me to keep the records updated. Also, after elections, pass on the list of new officers to Julie Cole to make changes on the Master List, and make sure the AC secretary has updated Kairos Messenger
2. If your accounts are with Wells Fargo do not try to change cards at local banks.
3. There are 5 signers on all accounts: AC Treasurer, AC Chair, State Treasurer, State Chair, & Evelyn Lemly. Again, work thru me to get Evelyn’s signature.
4. There will be training at the January meeting for new and continuing Treasurers. It is important the Treasurers understand the relationship of their job with their Financial Secretary.
5. Submit your “Mileage Reimbursement” form to John Osborne today.

**International Council Reports:**

**Driskoll Tubbs – Volunteer Recruiting**

1. Today we showed part of the video that was presented at the workshop for Recruiting at the National Conference in July.
2. There is no committee for long range planning at the KPMI National level so Evelyn is asking for our opinions of what is important and where we should focus going forward. My response is “Diversity and Clergy”.

3. Evelyn emphasized at the National Conference that we are not individual ministries (KI, KO, Torch). We are all one body and we are **Better Together!** That will be included in our discussions of a 5 year plan.

#### **Dickson de la Haye – KI Committee**

1. Relationships in this ministry are important.
2. We also shared ideas for the 5 year plan
3. Recruiting and Outreach is something we need to continue working on.
4. The KPMI web site now has Public Service Announcements (PSA). If local radio stations will give you some free air time, they are pre-recorded and ready to down load. Easy to do. KPMI also has new banners and posters that we can order.
5. Spirituality – Our roots for Kairos were the 4<sup>th</sup> Day Groups, and we sometimes feel we are in competition but we should be in be in collaboration with them. Perhaps we should think more long term in recruiting, allowing someone to build their faith and relationship with the Lord, encouraging them to do Accountability Groups. Then some day they will serve as a Kairos volunteer. (4)
6. KPMI attitude – Sometimes we think of KPMI as the Pharisees because they appear to be all about the rules. We need to get to know them better. I encouraged them to show more compassion and empathy for the issues we are dealing with.
7. 5 Year Plan – Steve wisely directed us to talk about what we need to do collectively to flourish. We may anticipate seeing a 5 Year Plan from KPMI in the near future (?)

#### **Sub-Chapter Reports:**

##### **Kairos Outside – Debbie Van Pelt**

KO's are alive and well but also struggling. We have the additional expense of housing for (Guests and Team) and flowers for our weekends (different than KI & Torch) so money is always a factor. The bulk of our fall weekends are still coming up as is "year end spending" for AC's. Those of you who have good pocket books might look for the KO closest to you and possibly send a donation (blessing) in that direction.

Volunteers are always a factor but our main focus is on the Guests. Most of our Guests are family members of KI participants whom you see every week.. Participants in KI usually have family members who need to attend a KO. Make sure you are spreading that word for KO Tx.

Those men who attend KI and women who attend KO have about a 75% better chance for staying married and that affects the children. So we have 3 generations that we can be effecting if we work as one team, KI, KO and Torch.

We held elections last night and Teddy Carson has been voted in as the KO Chair for 2019.

**Torch Report – Bill Salsar** See \*Torch Sub-Chapter Notes included with "Reports Filed" pg 6-8.

#### **Sub Committee Reports:**

##### **Outreach /Recruiting – Dickson de la Haye "We have an amazing Committee"**

1. Website is continually being updated & is a portal for good stuff, with direct link to KPMI.
2. The ROCK Newsletter is forwarded monthly to KOT Communities and others. On the down load page a new "locator" feature has been added that will give you the closest Kairos AC to your zip code.
3. AC web sites need to be updated with Wknd dates and special events and fund raisers.
4. We took several specific items from the 5 Year Plan and added them to the ROCK check list.
5. Jeff Much needed brochures for a Spanish recruiting event. We had asked KPMI and their answer was "Don't have them yet." So God provided a volunteer who created one and we have emailed the Spanish version to KPMI.

6. Closings are an opportunity for recruiting and here's a challenge. When people are leaving from a Closing and talking about how awesome it was, ask if you can "record" on your phone their impressions from attending. We hope to eventually make a video of several people sharing about what "happens" at Closing to use as a recruiting tool.
7. At the start of 2018, we set a goal for how many new people we could attract to participate in Kairos this year (possibly 500?). Scott Baker has collected the count from the EI reports. To date we have documented **448 New Volunteers!**
8. Please tell each of your ROCKS that they will be getting a call from someone on KOT Outreach Committee to ask how they are doing and what can we do to help them? It's important to us!
9. KOT will have an info table at the Austin Area Prison Ministry Conference on Oct 25<sup>th</sup> 9 a.m. til 4 p.m. It's a Thursday to accommodate Pastors. All are invited to come, wearing your Kairos "swag" and help us talk to folks "one on one" about our ministry.

#### **New Starts – Ray Sims**

1. KO Fort Worth - first Wknd will be on October 26-28. Please keep them in prayer. KO Abilene's first Wknd was in August. They had some challenges but even more abundant blessings.
2. Bridgeport will soon begin Prayer & Share and their first Wknd will be in May, 2019. This has created the need for another trailer for the North Region.
3. Pack Unit in Navasota (Won the fight for air conditioning in prison Units) Residents are an aging population. The New Start Committee has unanimously voted to move Pack Unit from Ad Hoc to New Start.  
Motion was made by Scott Van Pelt to accept the Pack Unit as a New Start. Seconded by Driskoll Tubbs. Motion passed.

#### **Excellence Initiative – Scott Baker**

1. We have 110 Wknds scheduled for this year, Completed 75 with 52 EI reports submitted.
2. There is a 30 day grace period for submitting the EI report. 10 are long term delays.
3. Must give credit to Torch and Women's KIs – excellent – always on time. KO's also do well.
4. Men's KIs are where we have the challenge. Please encourage your Units to get their reports submitted. The Wknd is **not done until the Reports are done.**
5. Central Region needs a new EI director. It has 5 KI Women's Units and 1 KI Male Unit. They always have their reports submitted on time.
6. When "comments" are made in the Report – AC's should address the deviations from the "Riverbanks" (at least 3 or 4 that need to be corrected for future Weekends).

#### **Trailer Coordinator – Jeff Coatney**

1. We have 33 Units that use trailers to complete their Weekends. Some are "shared" trailers.
2. All the AC Chairs of Units using trailers will receive a copy of the 2019 "Healthy Trailer Initiative" and a copy of the "Revised edition of Standard Operating Procedures" which includes how to inform the AC about budgeting for trailers and how to do the invoicing for it.
3. Budgets need to be submitted by the end of Oct.
4. Steve suggested that insurance was needed for the KOT trailers, so after some purposeful research, Guide One Insurance Company (who writes policies for churches and non-profits) has put together a policy of \$2 million dollar coverage for the trailers, equipment they haul, and the meals we serve plus a half million dollar coverage for the vehicles towing the trailers. The Executive Committee has approved the purchase and the policy will be effective as soon as our check is received by Guide One.

**Agape Coordinator – C j Salzman** \* See Chart of KOT Agape Inventory Status 10/11/18

In the last 12 months there have been 109 Kairos Weekends and 8,390 pieces of Agape delivered. This is an inventory management position. As Agape comes in I assemble packets and send it out. The more the Units produce, the more that is sent. Critical additional Agape is needed to “bless” all the Spring Wknds, especially from the Units that are highlighted on the inventory chart.

**Chair Comments: “Greetings to everyone for a Happy Holiday Season!”**

Next meeting will be **January 12, 2019.**

Meeting was closed at 3:00 p.m. with prayer and singing *In This Room.*

Submitted by: Joy Drady, Secretary

Reports filed: \* Torch Subchapter Notes submitted by Bill Salser

\*Financial Analysis, “High Spot Review” for eight months ending August 31, 2018

\* Agape Inventory Status as of October 11, 2018

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\* Torch Subchapter Notes for 10/13/2018 Meeting submitted by Bill Salser

1. Prison Fellowship Angel Tree program- Prison Fellowship sponsors an Angel Tree program specifically for children of men and women that are incarcerated.
  - a. Harry Tate, a Kairos volunteer, and the Midland Community started working with this program some 10 or more years ago in Midland, Odessa and surrounding communities. Over the last three or four, mostly via Kairos volunteers they have provided Christmas gifts on behalf of incarcerated parents to over two hundred children per year.
  - b. In 2012, I became aware of the program via the Houston Prison Fellowship community. At the same time, I was working with a couple of KO programs that were having difficulty communicating with potential guests for their weekends. It seemed (and has proven to be fact) that providing gifts for the children is a good way to visit with a receptive female care giver. I did get permission from the PF field supervisor for us to provide a copy of our KO brochure and a reservation form along with the PF handouts to the caregivers as we also gave the children their gift. The first year we were only mildly successful getting the word out and had success but only marginally. Year two we had two to three groups participate and we managed to deliver close to 100 gifts state-wide. The third and fourth years we delivered close to 200 gifts. Since then the number of participating communities has dropped off to only two groups and roughly 85 gifts delivered last year.
  - c. My interest/vision of value is three fold:
    - i. We provide a gift to a child that may not get one from anyone especially an incarcerated parent, some of which are our own Kairos alumni
    - ii. We get a chance to visit with a caregiver about Kairos and Kairos Outside
    - iii. I recognize funding might be a burden for a Kairos outside volunteer, but this should be an effort by our whole Kairos community to bond behind a common mission as is the case in the Midland area. KI volunteers might provide donations, independent of Kairos, to pay toward a gift. In some cases KI volunteers might wish to join the KO communities by sponsoring a child, purchase the gift and even to deliver it to the care

giver along with the KO brochure and reservation form with the Kairos message. I personally have gifted up to 6 children a year for the last five years. I've always enjoyed it and especially last year when I visited with a set of great grandparents and talked about Kairos and what we do inside the prisons.

- d. I will gladly assist anyone that wishes to participate in the program. Time is short and I would need to have contact information by **the 10<sup>th</sup> of November**. I prefer to work through a KO community to be sure that value might be gained at the local level. Typically the weakest areas for PF are the rural areas of West Texas, Northeast Texas and the Dallas/Ft. Worth area. Smith County and Crocket had lots of children left out last year.

Typical gift limits are up to \$ 25 dollars. And suggestions are made by the incarcerated parent in most cases. The children are keyed by county and zip code. In most cases a gift suggestion is provided and the gender and age of the child getting the gift is also given.

A small Angel Tree Christmas card is provided for each gift that allows the giver the opportunity to recognize the incarcerated parent with a brief message of the parent's choosing for the child.

For the purpose of matching up sponsors with children, we need to know where the sponsor is from i.e. KO Wichita Falls. If say the KO Wichita Falls community felt they could sponsor 30 children we would notify PFA and they would send an excel sheet with key information on 30 children in Wichita County and maybe some of the surrounding counties. The Sponsors would contact the caregivers by phone and identify themselves as being representatives of Prison Fellowship and Kairos and that they have a gift request from the incarcerated parent and would like to arrange an opportunity to deliver the gift.

There is also a Prison Fellowship brochure that will be sent with the Christmas card and the contact information via an excel information list the will include the numbers of children selected by a group or community.

It would be most beneficial to receive the name and contact information of one person per community for me to move through the information chain.

**If you are interested please contact me, Bill Salser, via email at [kotbill14@gmail.com](mailto:kotbill14@gmail.com). In the subject line use "Angel Ttree Gifting"**

2. **Torch Subchapter specific notes-** The quarter has been a period of ups and downs
- a. The Torch-Amarillo program submitted their first EI report electronically. They only do one weekend a year and Torch did not have EZRA last year.
  - b. The Torch-Katy Restart is now totally active with weekend # 4 scheduled for March 29,30,31 of 2019. Several potential new volunteers along with past volunteers have been invited to attend an Informational meeting on Saturday October 20<sup>th</sup> sponsored by the Torch-Katy Advisory Council. Bill Salser has been retrained and will be the Weekend leader.
  - c. Earlier in the year Bill Salser and Teddy Carson made a presentation to the Lubbock County
  - d. Juvenile Justice Center. The meeting lasted a little over an hour and we were provided sufficient opportunity to present our information which included copies of the Torch Manual, sample Mentoring Guide pages, common Kairos and Torch tri-folds and sample videos.

Key areas of focus were:

- i. "How does Torch guarantee the security/character of our volunteers"-
  1. Nation-wide background check and
  2. 41 hours of formal training prior to entry into the unit.
- ii. Source of Volunteers- Torch/Kairos is a faith-based volunteer organization that has been in operation for over 40 years in the US and in seven foreign countries and specifically in two active local communities.
- iii. Torch claims to be an evidence-based, holistic, behavioral correction program. "Do you have data evaluation statistics to support the statement?" We advised that support materials would be provided by Kairos Torch main office in Florida. Sample results from a couple of key behavioral characteristics were generated and provided by the Florida office a period of time later from a sample size of 200 children.
- iv. A fourth key question was "I have plenty of volunteers, what can you do in the way of Aftercare? ". Technically, Torch cannot do anything after the child leaves the system.

At this Point Teddy forwarded the consideration that through a concerted joint effort, female care givers of the children in Juvenile custody could be encouraged to attend a Kairos Outside Weekend and become a part of the Kairos Outside community which could provide the Juvenile offenders a more stable and focused home environment.
- v. In closing, the Director did say that he would review all of the information we provide, present it to the County Board of Directors for their consideration and he would get back with us if/when a decision was reached.

Since the information from Florida was delivered we have not had any communication.