

# Kairos of Texas State Chapter Committee Meeting

Hill Country Bible Church, Austin, TX

January 12, 2019

**Chair:** Ray Sims

**Executive Committee present:** Ray Sims, Scott Baker, Joy Drady, Steve Newton, Bob Crane, Driskoll Tubbs, Robert Kimmel, Dickson de la Haye, Joaquin Ytuarte, D.S. "Red" Gilbert, Bill Salser, and Teddy Carson.

**Units not represented:** Clements, Coffield, Dalhart, Jordan, Lynaugh, Montford, Stiles & Torch Amarillo.

## 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.

**Ray Sims** called the meeting to order.

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

People often ask me, "How do we get more clergy involved in Kairos?" Personally, once I served at the Allred Unit, I was hooked. I suggest you talk to your local pastors about Kairos and encourage them to go on a Kairos Weekend. We spend time with the things we love. If you get involved in Kairos, you will love it.

He read Psalm 23 and shared a story about how people can be engaged with other people...

An old Arab willed his camels to his three sons: half to the oldest son, one third to the second son, and one ninth to the third son. When he died there were 17 camels and 17 can not be divided. A neighbor came and offered his camel to them, so the first son got 9 camels, the second got 6, the third got 2 which totals 17, and the neighbor took his camel home.

This illustrates how Christians help in the world. We bring everything we have to help other people and after we're done we take what we have, go home and everyone is the richer for it. It's true, we can give everything, and it doesn't cost us one little bit except for contributing our little part into the Kingdom of God.

**Ray Sims** recognized those attending for the first time. The **Roll Call** was taken by Joy Drady, secretary. Those units not in attendance are listed at the beginning of the minutes.

**Chaplain Timothy Jones**, TDCJ Deputy Director, Religious Service

Greetings from Renee Hinojosa, the Director of our Rehabilitation Program and Deputy Director, Marvin Dunbar. We appreciate the work of Kairos that goes into changing lives. It is a privilege to work with you as co-laborers with Christ. I know a countless number of men whose lives have been changed because people in Kairos gave their time and money to have these Kairos Weekends

My favorite part of a Kairos Weekend is the Closing Ceremony. I have never heard anything negative from a participant. We know they come for the food, but they get spiritual food as well.

Ephesians 4:11 "So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so the body of Christ may be built up." Every Kairos Wknd and Prayer & Share is an opportunity to build up the body. It is the body that makes ministry happen.

1. *By serving, you fulfill God's purpose for your life.*

No one is here by accident. God knew you would be part of Kairos. You are God's art work to those who are lost.

2. *By serving, you reflect God's Glory.* The participants see the reflection of Jesus in you.

3. *By serving, we contribute to eternity.* The best fund you can invest in is a “spiritual” one. God’s market never crashes, never decreases, always increases. God takes the ministry we do and uses it to influence the course of eternity in the lives of others.

Rick Warren says “It (Kairos) is more than an opportunity of a lifetime. God offers you an opportunity beyond your lifetime. What you’ve done is going to affect many lifetimes.

“Let us not grow weary in well doing, for in due season we will reap if we faint not.” Don’t quit.

**Evelyn Lemly**, CEO of Kairos Prison Ministry International

It is an honor to be here with you annually.

Kairos began 43 years ago. We are now in 37 states, 9 international countries, with 500 communities and about 30,000 volunteers working around the world. Think about the significance of one thing God is asking you to do and do a little better; then multiply it many times to see what God has done with it.

We estimate that around the world every year 27,000 persons go thru the program. Think about the significance of how one life changed impacts many other lives.

We launched a new initiative in 2018, “Better Together” very specifically tying our three programs together and highlighting how that impacts the family.

If we intentionally work with the KI participants to encourage their loved ones on the outside to participate in KO and make sure those who are KO Guests encourage their relatives who are inside to do KI or Torch.... when they go thru it we have an expedient effect on the family. *When they have that together they are better.* If our programs work **together**....the impact on all of the people we serve is **better. We are ALL “Better Together!”** Please grab hold of that concept.

TEAM: Kairos structure is all based on Team....Sub Committees, Advisory Councils, Weekends, State Chapters, International Council where Reps from all the states come together... All are Teams.

God says, Everyone should use their individual skills/gifts and when they come together it makes them stronger. Advisory Councils should review together the job description for each position. If all are doing their job it lightens the load for everyone. Structure is in place for a purpose and is ordained by God. And we’ve learned in the 43 years of this ministry that it works.

Take time to find out what your job is so you can do it well.

5 YEAR STRATEGIC PLAN: We had not completed it by the end of 2018, but we had moved the organization forward in a positive way, so we rolled it into the 6<sup>th</sup> year (2019) and have updated and refreshed it. #1 Priority is Spiritual Health of the Ministry including the spiritual health of every person and team working in the ministry and the body as a whole. We are here to serve Jesus Christ so we need to focus on HIM because He’s the one in charge of this ministry. Our mission is to “share the transforming love and forgiveness of Jesus Christ.” How can we share Jesus Christ with someone if we’re not focused on Him. We know when we focus on Him, everything else falls into place. Devotions are one of the best ways to stay focused on Jesus. They should never be left out of our agenda.

2. Sustain and Grow the Ministry: Currently we have 505 Communities. The most valuable thing we have is our people, YOU, and we need more of You. There are more opportunities for recruitment in Texas and around the world.

3. Ministry Health: This includes finance, operations, program capacities, and communications and doing them well. We have new tools in place, Kairos Messenger. Please help embrace and use it. Eventually all the info from the past up to the current will be available.

We also need Recruitment and Retention: need to recruit diversity including a generational change but not lose the folks we have. We want to replicate the current volunteer base because we have more work to do. The more we spread out the work we lighten the load.

4. Enhancement of Awareness: Using new tools, visual aids and promotional items offered on [mykairos.org](http://mykairos.org) helps with recruitment and fund raising.

5.Training: With a comprehensive plan so volunteers are prepared. All are required to be trained to 1) protect you, 2) protect the ministry, 3) protect those we serve.

6.Work more Internationally: We are currently in 9 countries and have 95 Advisory Councils outside the United States.

PRAYER: Every Tuesday the people in the KPMI Office pray for every single Weekend *by name* that is scheduled for that week. You can also send us specific prayer requests by email to add to our prayer list. The Power of Prayer is what is moving this ministry forward because that's when we give it to God. Also know that All of You are cared for.

We are Kairos. We are servants of God. All of us just happen to have a little different role.

(“Please close your eyes as I pray this scripture over you.” Philippians 1:3-6)

“I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, That he who began a good work in you will carry it on to completion until the day of Christ Jesus.” Amen.

**Chair Comments: Ray Sims**

“Thanks be to God, who in Christ always leads us in triumphal procession and through us spreads in every place the fragrance that comes from knowing him.” 2 Cor 2:14

Many of us come from dark, messy, stinky backgrounds and I think that is the reason we have been called into this ministry. We have either been there behind bars, or we have come real close. Some of us have seen our loved ones trotted off before us in shackles leaving ourselves as bound as they are. The loved one may have been a son or daughter, cut down in their youth before they ever had the maturity to think themselves out of the bad choice they made.

As we spend time in the ministry, time ministering to others and time being ministered to, our history in Christ grows. That is called a testimony, a witness, being the fragrance of Christ to others. We have the opportunity in Kairos to be the aroma of Christ in some messy, smelly places. We can act out Matthew 25:26, “I was in prison and you visited me”.

Looking back at 2018, there are great things to be excited about:

We grew to 61 Ad Councils in Texas, two of which are new starts with their first weekends planned for 2019. This gives us 5 International Council Reps. We are the largest state in Kairos.

**Programs:**

KI – 47 ACs include 2 New Starts with first weekends scheduled for 2019, Wallace Pack Unit and the Bridgeport Unit. First weekends were held in 2018 also, Hilltop and Telford.

KO – Has grown to 12 ACs with 2 first weekends held in 2018, KO Abilene and KO Ft. Worth.

Torch – 2 programs, 1 in a restart condition with a weekend scheduled in March 2019.

<b>Weekends held -2018</b>	<b>New Volunteers</b>	<b>In terms of New Volunteers</b>
KI 87	574	I want to highlight New Starts with first Wknds in2018.
KO 21	128	Hilltop had 36 New Volunteers
Torch 1	6	Telford had 49 New Volunteers
<hr/> Total 109	<hr/> 708	KO Abilene had 26 New Volunteers

These were new starts done in the right way. A core group emerges from existing programs, but the bulk of volunteers are new recruits. That way we don't gut our existing programs.

**Challenges:**

In 2018, 27 ACs recruited fewer than 10 new volunteers. What does that say for the future of those ACs?

That trend cannot continue. There are too many opportunities to touch and recruit new people.

For 2019, for the 46 Wknds – Over 38 AC's are not approved for that season.

Approval occurs when....

All documentation has been submitted to Julie Cole, State Registrar.

Weekend date is scheduled with a facility

Leader's acceptable Spiritual Resume is on file.

Leaders have timely AKT training- AKT should happen 18-24 months prior to the Wknd.

(Highly recommended that OL and Leader attend the same AKT session)

What are the metrics for good health in an AC? (All based on recruitment)

1. All 14 Advisory Council positions filled? (Fill the vacant positions one step/one person at a time.)
2. Was at least 1/3 Team members new?
3. "3 on 1 off" rule followed? (Reason: Concern for "burn out" rate of volunteers)
4. Did the Team members attend 75% of the formation meetings?
5. Was the program manual followed during the Weekend?
6. Continuing ministry followed: Reunions, Retreats, Prayer and Share for KI, Swaps for KO.  
This is MOST IMPORTANT. If we're not doing them the community suffers. The Kingdom grows thru Community.

And, if the ACs bench of volunteers is deep enough, the money will follow.

What is our Purpose? We spread the love of Jesus. We are the "fragrance" of Christ.

**Steve Newton,,** State Financial Secretary, Financial Report

\*KOT Financial Analysis for 11 months ending November 2018 was distributed, including the \*"High Spot Review" and Balance Sheet and Profit & Loss Report.

Note: As of January 12, 2019, 21 ACs have not submitted their December 2018 reports.

Revenue of \$2,,011,168 and Gross Profit of \$1,267,508 are both a bit higher than in 2017. The negative amount of \$-4,246 for Net Income is likely timing issue with entrees not yet posted.

Inter-Ministry Blessings Received are funds transferred within the KOT community. Contributions come from outside the organization. Cost of Goods Sold \$743,660 is the cost of activity that produces income.

The Balance Sheet shows money we have, money we owe, and money we expect to receive. It includes the bank balances for every AC. The ACs who have lots of funds could choose to send Inter-Ministry Blessings to some ACs that don't have much to work with.

The Profit and Loss Report shows how well we manage our funds.

**Bob Crane,** Treasurer's Report: As soon as your AC has completed your elections, please send your new list of officers (including contact information for each) to Julie Cole so she can update the Master List.

"Thank You" to over half of the ACs who have changed their checking account to Wells Fargo Bank. Others should consider doing so if there is a Wells Fargo branch that is convenient. The advantage is when funds are received for you Unit, thru PayPal for example, I can transfer them directly into your account.

Please note Mileage Reimbursement checks will be delayed for two weeks until after I return from a trip.

**Dickson de la Haye,** Distributed Bibles and Discussion Guides for aides in Prayer and Share.

The discussion guide questions are also included in the Bibles. Kairos bookmarks were also available. All three items can be ordered from KPMI.

**Break** followed by Training Sessions for Advisory Councils, Financial Secretaries, and Treasurers and Sub-Committee Meetings: Outreach, New Starts, EI, Trailers, KO, Fundraising, Websites, etc.

**Lunch** was served at noon. Training and Sub-Committee meetings continued.

## State Chapter Meeting (resumed to hear reports)

### International Council Reps:

**Robert Kimmel**, EI Committee - Tom McCarty, Chairman of the International Council has asked me to co-chair the Excellence Initiative Committee with Evelyn Lemly. We will meet every two months beginning in February. In 2018 we made some strides both in data entry and EI designees. I commend Scott Baker for the template he created that compiles all the EI designees and Wknd dates for Texas. It is a very helpful tool.

**Driskoll Tubbs**, Recruitment & Retention – We will meet on Monday, Jan. 14 by teleconference to prepare a plan for this year including challenges from Evelyn of goals we should consider. We are working with our KOT ROCK group for ideas. I encourage folks to go to the KPMI National Conference in Orlando, July 23-27.

**Dickson de la Haye**, KI Sub-Committee - We meet by teleconference three or four times a year. We have provided some input for the 5/6 Year Strategic Plan. The Bibles and Discussion Guides from KPMI for use in Continuing Ministry were discussed in our Committee. Debbie Van Pelt suggested that KO women can benefit from them too, especially if they have never done a Bible study. The Bibles could be part of agape on the Guest's beds.

**D.S."Red" Gilbert** (not assigned to KPMI Committee yet) "Glad to be here."

**Torch Sub-Chapter Chair: Bill Salser** – \*See Report filed.

### Sub Committee Reports:

**Outreach/Volunteer Recruitment: Dickson de la Haye** We meet monthly by teleconference. Objectives for our meeting today were 1) Acknowledge the attendance of new Reps from the ACs, 2) Introduce the KOT Website to the ROCKs including the "ROCK Garden" where we capture good ideas. (example: Beto has a new carnival planned) 3) Look at Strategy for Outreach and Recruitment (example: the Assessment List as a starting point for action) All the tools on the website can only help if you "use" them. 4) We want to establish a relationship directly with the ROCKs of each Unit.

Recruitment and Outreach starts with you and me sharing our passion for the ministry. There are so many ways that people can be involved....praying, baking cookies, attending a Closing....

#### **Trailers: Jeff Coatney**

1. He shared a testimony of how God provided an opportunity to present info about Kairos at a large church for he and his wife, joined by volunteers from Briscoe Unit and KO San Antonio. They talked to all three services showing the Tommy Fisher video and received \$600 that day without even talking about money. Later the pastor called asking if they would come back and speak to their Band of Brothers men's group at their monthly breakfast meeting.

2. With the addition of Bridgeport New Start there would be six Units sharing two trailers. At the October KOT meetings he presented a proposal to buy two new trailers at estimated cost of \$30,000. After running into several road blocks, I talked to Daddy God saying, *"This is your ministry. If this is supposed to happen, it's going to happen Your way and Jeff's getting out of the way."*

The next day an Emmaus community called saying, "We have a 16 ft trailer we want to donate to KOT." And Steve got an email from an AC saying they had a new \$2500 sound system to donate! I also realized we had a refrigerated trailer in the Southwest Region that is only used three Wknds a year and that trailer could be moved up to the North Region. This means KOT will only be spending about \$9500 for trailers instead of \$30,000 because Jeff got out of the way. Praise GOD!

**New Starts: Tom Barnes** We have four New Start Units and one ReStart: Those doing first WKnds in 2019 are Bridgeport in May and Wallace Pack in the Fall. The ones preparing for Wknd #2 in 2019

are KO Abilene in March and KO Fort Worth in the Fall. The Torch-Katy restart will hold Wknd #4 in March 2019. All are involved in AC Council activities and all have challenges. I know about challenge. A Warden once asked me "Why do you need to bring in food?" I replied, "Anyone can teach or read to them but if you want to build a relationship with them you need to break bread with them and become family." We got food.

I request your prayers for our New Starts and please offer your words of encouragement. I suggest two words to remember: "I CAN" and with God's help "We CAN."

**Website Development: Cheryl Glasgow** I have been maintaining [kairostexas.org](http://kairostexas.org) with links to the KPMI website [mykairos.org](http://mykairos.org) So all the conference info, the Strategic Plan and lots more are there. Please look at the website and send me any updates or corrections.

There is also a video about the Lockhart Unit. Sharing some of the steps (process) for making it...

- 1) Warden's approval
- 2) KPMI required media releases from anyone who would be in the film
- 3) a volunteer Videographer
- 4) filming/editing
- 5) raw data reviewed & owned by KPMI
- 6) Evelyn sent approval for production. Final product 3.5 to 4 minutes put online. Total cost about \$4000.

**Fundraising: Jim Lodovic** [jimlodovic@gmail.com](mailto:jimlodovic@gmail.com) cell 830-660-9246 First the Fundraising Coordinator on the AC should review their responsibilities as given in the ACOP. Then make the whole AC realize that it's *everyone's responsibility* to raise funds including every Team member's responsibility. It's not difficult to raise money for Kairos. If everyone does a little bit it makes the job easier for all.

**Excellence Initiative: Scott Baker** The EI Report is not a Wknd Leader Report. It is done by someone other than the Leader. There are great videos online for how to do the report. Once the questions are answered and you hit "send" it is automatically distributed to several people, including the Leader, State Chair, and to one of the eight Regional Reviewers in Texas who are able to add "comments/questions" they may have about the given answers. The initial Report is due to the reviewer within 30 days after each Wknd and the AC should review the report together at the first meeting after the Wknd. The new reviewer for the Central Region in Texas is Kim Fornof.

**Agape: C.J. Salzman** - \*Agape Report by Unit Advisory Council 1/12/18 filed

**Chair Comments:** Ray Sims explained that the Executive Committee voted to cover the cost of one extra night stay for AC Council Reps from West Texas and the Panhandle attending KOT quarterly meetings. The next meeting will be **April 13, 2019.**

Meeting was closed at 2:20 p.m. with prayer by Ray Sims.

Submitted by: Joy Drady, Secretary

\*Reports filed: Torch Subchapter Report 1/12/19  
Financials – "High Spot Review" and Balance Sheet and Profit & Loss Report  
for 11 months ending November 2018.  
Agape Report by Unit Advisory Council 1/12/19

\*Torch Subchapter Report 01/12/2019

2018 has been a challenging year for Torch in Texas. In March Teddy Carson accompanied me for a formal presentation to the Lubbock County Juvenile Detention center in Lubbock, TX. to meet with the facility Administrator. The Director of the Lubbock County Juvenile Probation Department joined the meeting and is the key decision maker for programs at the facility. The meeting lasted about an hour

and a half. The Director was provided Copies of the Torch, Manual, tri-fold brochure, sample sheets out of the Mentoring guide and several Torch specific Letters of Recommendation. He allowed discussion about general operational concerns by the Administrator while he studied the materials provided.

After his review of the materials, the Director presented three key points as follows:

1. Why would he need us as he has all the volunteers he needs? We pointed out that Kairos has two well organized and established volunteer communities in Lubbock, i.e. KI Montford and KO Lubbock as well as the quality operational tools and formal mentoring guide. Which he did acknowledge.
2. He also said he wanted volunteers to work with the troubled youth after release. What could we do to assist with this issue? I stated that as Kairos Torch Volunteers we are not permitted to interact with the youth once they are released from the facility. After a pause in the discussion Ms, Carson did point out that KO is a program for the care givers of incarcerated youth as well as residents of the adult prison system. With the appropriate preparation and coordination, the female care givers of the youthful offenders could be encouraged to attend a Kairos Outside program while or shortly after the Torch program to provide the youth with a more stable and understanding home environment after release.
3. Ultimately Director Carter questioned, since we are stating that we are an Evidence Based mentoring program could we provide him with specific data to support our statement. I did tell him that at the time I did not have access to any specific data, but would inquire as to the availability of reports.

At the conclusion of the meeting we agree to provide additional information as available on both Torch and Kairos Outside. And Ms. Carson invited both Mr. Hill and Director Carter to attend the upcoming KO Closing.

I am not only the Torch Subchapter Chair for Texas, but I am also a volunteer member of the Kairos International Council Torch Subcommittee. I did provide a debriefing to Kevin Resnover, the Coordinator of Youth Ministries.

Early in the year our I. C . Committee discussed the fact that Torch is the least know program of the ministry and it was decided that a good way to get more awareness at the I.C. level was to invite all of the I.C reps and the State Chairs to attend a Torch AKT. During the year Steve Newton and all but one of our I.C. Reps have now attended Torch AKT at state expense.

At summer conference, the issue of Evidence Based data was discussed in the committee meeting. It was pointed out that the mentoring reports were not being turned in to the home office in some cases and/or in a timely manner. All members of the committee were assigned Torch ACs to contact and to encourage more timely reporting practices. The results have been very positive and Kevin has received over 500 new mentor reports during the last half of 2018. Actual analytical data is being generated now for initial presentation in the near future.

As presented by Tom Barnes of New Starts, the Torch-Katy restart is moving forward with Weekend # 4 March 29<sup>th</sup>, 2019. We do ask for your prayers.