

Kairos of Texas State Chapter Committee Meeting

Hill Country Bible Church, Austin, TX

October 12, 2019

Chair: Ray Sims

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

Units not represented: Beto, Clements, Estelle, Hilltop, Hughes, KO Amarillo, Neal, Polunsky, Smith, Stiles, Terrell, Torch Amarillo & Wynne.

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 and recognized those attending for the first time.

David Mosser, State Clergy Coordinator, gave the opening devotional and prayer. He suggested that in the current culture no one wants to be in debt to anyone, but "gratitude" is important in prison ministry. He read the story of when 10 lepers were calling for Jesus to "have mercy on them." Jesus told them, "Go, show yourselves to the priests and as they went they were made clean." (Luke 17:11-19) Only one came back to thank him and Jesus asked, "Where are the other nine?" and told him "Your faith has made you well." Jesus was not asking for an explanation for the other nine. He was calling them out for not being grateful.

On Kairos Weekends when we outsiders go inside we don't realize the power dynamic that happens around those tables and in times of fellowship. Inmates think we are mini Gods with all the power because they have zero control of their lives. Giving and taking is a two-way street. When we allow someone to "do something" for us we give them a great gift. In the kingdom of God there is **give and take** and we need to do both.

The **Roll Call** was taken by Joy Drady, secretary. Those units not in attendance are listed at the beginning of the minutes. Joy expressed "Thanks" to Scott Baker for recording the minutes in July, and asked for **approval of the July 13, 2019 Minutes**. Chris Wilson made a motion that the minutes be approved, seconded by Driskoll Tubbs. Motion passed. Joy also provided copies of the Affiliation Agreement for Advisory Councils to use as soon as their officers for the new year are elected. Ray stated we still are lacking signed Affiliation Agreements from some Ad Councils for this year.

Chaplain Tim Hunter, TDCJ Region VI: "Thank You" from the Director of Chaplaincy, Tim Jones, and the entire Chaplains Department of TDCJ. Kairos is impacting those in closed custody who we refer to as "high fruit" (sometimes hard to reach) with a sense of courage, perseverance, flexibility. Thank you for your vision and willingness to serve that continues to reach those individuals.

Chaplain Hunter asked Chaplains in Region VI to give me some of their thoughts about Kairos:

- 1) Sincerity expressed for "wanting to eat meals together" helped to make influential relationships.
- 2) The time this group takes for setting an atmosphere to have a life changing experience is totally amazing.
- 3) Offenders are affected in many ways and changes are real and measurable and exciting!
- 4) Offers many the opportunity of an experience most have never had.... an introduction to the Agape of God... a "Life" moment... a "Kairos" moment! Until the true meaning of this love is shown and explained, many have said, "I never knew God loved me. No one loves me like that!" It effects lives long term and changes are often immediate.
- 5) I call Kairos of Texas volunteers "God's people."

- 6) Kairos Outside is also so wonderful. It provides opportunities for relationships to be healed, strengthened, nurtured and maintained.
- 7) We have found that all faith groups “respond” to God’s love regardless of what we call ourselves.
- 8) It is one of the most impactful programs on our unit because I have never met an offender who does not remember in detail their Wknd, their Table Family etc, and for most a spiritual turning point in their life.
- 9) The Kairos vital program helps prisoners who normally would not set foot into a chapel nor attend other programs with spiritual overtones. They do this thru food and other activities that lure them into participating.

It’s God’s love! to nurture them, feed them, care for them, wash their feet, tend to their needs and that allows their heart to be receptive.

Billy, an inmate for over 10 years and considered unreachable, had been raised as a preacher’s child, abused by his alcoholic father. I finally got him enrolled on a Kairos Wknd. After the Wknd I was told they needed to send Billy to see me because he had been weeping constantly for three days. When he came he said “I never knew anyone could love me like this.” (speaking of the men who had brought the love of God to him) “I know Jesus’ love and these are tears of joy and I don’t want them to stop!” He can now cope with life in prison in a much more stable way due to the love of Kairos and of God.

We have an SSI (inmate clerk) serving in the Chaplain’s office of the Unit. God had been calling her to “Prayer” and she was chosen to serve as an Angel on the Wknd. Her job assignment was to **Pray!** She learned that a Kairos sister was suffering due to a crime committed to one of her family members the same crime the clerk had committed which put her in jail and she had never forgiven herself. She asked permission to talk to the sister and she asked her if she could “take the place” of the person who had harmed her family and tell her “I’m sorry!” After some time in prayer they were able to wash each other’s hands with forgiveness and everything was resolved. Her husband was on the outside team and had been crying all day, but when he saw her he knew she was OK.

She said, “I forgive myself today because I know what it means to be truly forgiven.”

TDCJ statistics:

104 facilities with Offender population of 142,561

3,500 Releases (on parole)

132,926 in prison 6,155 in State jails 3,480 in substance abuse facilities

92% male 8% female 33% each of white, black, and Hispanic

Average age - 48 (aging population is increasing)

Cost per day per person - \$67

Recidivism rates (The Legislative Budget Board gives the statistics for recidivism every 3 years.

Currently it is 20.3% which is down from 21.9% three years ago.

The “hiring freeze” for Chaplains has been lifted. Currently we are 4300 short of TDCJ officers.

Ray Sims, Chair Comments:

We have our wonderful weekends and we see the hand of God moving across our ministries and it’s awesome. Running the actual *program of Kairos* takes work, commitment, and involvement. Kairos is a sacrificial ministry of time, money and emotion.

We will be doing Kairos of Texas elections today. We have two International Council Representative positions to fill. Advisory Councils will have elections also following the AC Secretary’s direction according to the guidelines in Messenger.

We have a new report, **2019 Compliance***, designed by Scott Baker to measure how our AC’s are doing. Please take it back to your Units. These are things we **must do** as part of the governance of the Advisory Councils. AC meetings are what keeps this ministry on track.

The column headings are: Wknd Leader Report Missing; EI Report Missing; Number of AC Minutes Submitted; KOT Quarterly Meeting Missed (not attended); Number of WKnds Held; KPMI Annual Conference Attendance. Another column will be added for Affiliation Agreements Submitted.

Dickson de la Haye called attention to the Unit Recruiting/Outreach Assessment form* asking the State Reps to answer the questions. This will help the Outreach Sub Committee decide what to include in the training to be provided at the KOT meeting in January.

Driskoll Tubbs, Elections:

Others serving on the Election Committee are Teddy Carson, Red Gilbert & Joaquin Ytuarte. Those who can vote are the State Officers, Sub Committee Chairs and current members of the Board of Directors and one vote for each Advisory Council by either their State Rep or who is here to represent their AC. If someone else wants to run for an office let us know and we can add write-ins. (None were submitted.)

Comments were given by each of the unopposed State Officer candidates: Ray Sims, Scott Baker, Joy Drady, Steve Newton, and Bob Crane. Comments were given by each of the five candidates running for the two International Council Representative positions to be elected: Debbie Van Pelt, Julie Cole, John Osborne, Dawnya Wineinger and Susan Mannas.

Ballots were distributed and votes were collected to be counted by the Election Committee.

Steve Newton, Financial Secretary:

“Kairos of Texas Financial Summary Report, October 2019”*

Comparing figures for August 2019 to 2018: Income is up but Expenses are also up so our Net Income is about 3% behind last year. Of our 61 Councils, 31 have a balance of more than \$10,000 and 16 have a balance less than \$5,000. The Councils who have a lot can choose to do something with God’s money to help those who have less.

Remember “No inter-ministry transfers are done in December.” If donating to, or requesting from one another, it must be done by the end of November.

We have financial secretary training today for how to do Budgets. Reimbursement Forms for mileage to come here today are available and should be completed before you leave.

Bob Crane, Treasurer’s Report:

- 1) Third quarter Affiliation Fees are due by October 20th.
- 2) An e-mail was sent giving the new address for KOT..... PO Box 79084, Saginaw, TX 76179
- 3) With elections, if you have a change of AC Chair, Treasurer, or Financial Secretary please send those names to me in December.
- 4) At January KOT meeting training will be offered for new and repeat Treasurers.

Ray added that Advisory Council Training will also be offered at the January KOT meeting.

Driskoll Tubbs, Election Run-Off Ballot

No one received 50% of the votes. A “run-off” vote was taken for the three candidates who received the most votes: Julie Cole, Susan Mannas and John Osborne.

Instructions were to vote for two of the three. Ballots were collected to be counted by the Election Committee.

Break into Training Sessions for Financial Secretaries & Kairos Messenger & Sub-Committee Meetings Lunch

Driskoll Tubbs, Election Results:

Julie Cole – 3 year term to begin in January and John Osborne – 2 ½ year term to take the place of Robert Kimmel who is moving to the KPMI board, effective immediately.

Driskoll strongly suggested that AC's should be remembering the dates of the four KOT state meetings every year and not plan for their Wknds to be on those same dates, which may cause Team members to miss out on valuable training that is being offered at the KOT meetings.

International Council Reps:

KO Committee: Driskoll Tubbs

I am the first man ever to serve on the KPMI Kairos Outside Committee. We have started working on what we will do at the National Conference in July 2020, in Louisville, Kentucky. The registration form is already on line.

Outreach & Recruitment: Dickson de la Haye

This may be the last time to talk to you as your IC Rep. What a privilege it has been to represent your interests at KPMI. Working at that level things happen at a slower rate.

Joaquin Ytuarte:

I hate to see Dickson leave because of his wisdom. KPMI is still trying to make things more accessible, looking at what is already on the website and making it easier to find things.

KOT Hotel Coordinator: If you send me an email you will get a room and I will respond, just be patient. Please give me all the info up front. If traveling with a group, one person should send me the list including preferred roommates, genders etc. You can request a single room and pay the difference in cost. Steve or Bob will tell you how to make your payment. Cancellations must be made prior to 48 hours or you will need to pay for the room.

KPMI Board of Directors: Robert Kimmel

In July I was fortunate to be elected as one of the Boards 15 members. It is not a governing board. They give advice and consent for everything Evelyn and the staff do. It is made up of four groups: Finance, Human Resources, Governance and Investment Advisory Committee. We have two Retreats a year with a big focus on prayer and Evelyn will review what she has done this year. (Her work ethic is incredible). Texas is recognized as a very big player in the Kairos realm. What we do is recognized and makes a difference.

Kairos Outside Report: Teddy Carson

Officers for 2020 were elected Friday evening: Chair-Teddy Carson, Vice-Chair-Michelle Edwards and Secretary-Kyan Kirby. There are 9 KO Wknds scheduled for this Fall. Three Wknds were postponed due to leadership issues so we hope to have 12 Wknds in Spring. Keeping our focus on "Better Together" on the tables are two printed sheets of "scripts" for KI Closings, just ideas that anyone on your Team (male or female) can use to talk about Kairos Outside. So if a KO representative is not able to come for your KI Closing, someone can still talk about KO. It is so important to have the Outside and Inside connection. Please make sure to give them to your Wknd Leaders and pass them along.

Kairos Inside Report: Debbie Van Pelt

I have learned we have a group of Kairos AC's that still think it's "their" KI or KO and they don't need to "answer" to anyone, but they do. KPMI is a non-profit (501c) organization that must comply with government regulations. So each AC must turn in required reports including financials to show that your AC is doing what it should be doing. The EI report was created not as a grade card. It's an Excellence Initiative.

How can we make our ministry better for everyone: inmates, their families and our teams? How can we make Kairos so it's not just another thing I have to go do? We need a revival to check on ourselves. Are we fulfilling God's purpose for us? Am I doing this just "because" or doing it because it's where God wants me to be?

Sub Committee Reports:

Outreach/Volunteer Recruitment: Dickson de la Haye

Unit Recruiting/Outreach Assessment * handout was reviewed. It is meant to be a teaching tool. The members of the State Outreach Committee are each assigned to several AC's to provide mentoring and answer questions. Their goal is to contact the AC's on a regular basis.

3 or 4 Referrals from KPMI are received per week. The areas with the most hits are Houston, San Antonio and Dallas, Fort Worth. Our count of new volunteers at this time last year was 425 and we are now at 468. The suggestion for new volunteers for KO's is they should possibly be a Guest before being on a Team. Estes and KO Abilene share the record of having 34 new volunteers. Cheryl Glasgow continues to do a great job with the ROCK newsletter.

The Prison Ministry of Texas Conference will be Nov 7 in Austin. It is primarily directed at clergy.

New Starts: Tom Barnes

Pack New Start Weekend #1 was last week and was amazing! Reasons for having a good Weekend are a Great Advisory Council and Fantastic Volunteers! Thanks for the help from everyone at KOT.

2020 – Ellis Unit will be moving from Ad Hoc to New Start by the end of 2019.

2021 - New Start Crain Unit, Riverside Kairos Inside Yard

(Crain has 7 yards so they can expand thru other yards with all Weekends under one AC)

Excellence Initiative: Scott Baker

(KOT Q4 EI Status Update 10/12/19 Report*)

KOT has completed 71 of the planned 110 Weekends for 2019 and half of our Units will have Oct Weekends. (25% have not yet completed EI Reports.)

“Stars” awarded to KI Units for having an average of 40 or more Volunteers on Inside Teams:

Briscoe, Dalhart, McConnell, & Michael

KO's with an average of 40 or more Volunteers on Teams: KO Abilene & KO Midland

“Stars” awarded to Units recruiting New Volunteers of at least 1/3 of their Team:

Briscoe, Estelle, Estes, Hobby, Lockhart, Luther, Roach, Segovia & Telford

KO Abilene, KO Wichita Falls & Torch Katy.

The Challenges are getting Reports filed within 30 days and getting AC's to “look at” their EI Reports. It's a tool for the AC to see where they can get more within the Riverbanks.

Website Development: Cheryl Glasgow

My appreciation to everyone who sends updates for changes of names and dates so everyone has the right info, especially after elections.

If you are doing a website and need a hosting name, please let me know so I can help you thru the process because KPMI wants to own those domains.

Chair Comments: IMPORTANT:

If your domain is not owned by KPMI at this point, ***please*** make sure that gets done. It's a big deal! *Next meeting will not be the second Saturday of April as that is Easter Sunday weekend.* The meeting date will be announced as soon as it is confirmed with the church facility.

Words of Wisdom from Jim Irwin (former KOT State Chair)

I was KOT State Chair in 2014 and 2015 and I hear the same kinds of problems now that we had then. There are two terms in our manuals: “a person who is in service” is a volunteer willing to do things (5)

as long as things go like they want it to go. "A servant" is one who says, "Here I am, what do you want me to do?" Go back to your AC's and challenge them, "Why are we here? Are we doing this for the thrill of the Wknds so we can have some fun and bring people to Christ? Or are we really committed to this ministry to be a servant and make it better?"

Also the culture is: "This is our money. We're a private organization and we want the state to leave us alone. This is a ministry." "NO" This is a ministry that's required to operate like a business under IRS rules. Millions of cash dollars pass thru our hands and our auditors help us maintain our financial accountability (ECFA). If we lose our credibility the IRS can choose to pull our 501c and call us a "for profit corporation." How long can we survive if Kairos is known to be a "profit making" ministry. So it's critical that all the reports get done and do it for Jesus Christ so He can say "Well done, my good and faithful servant."

The biggest problem we continue to have is rebellion.... Folks that want to do things their way and if they can't, they don't want to do it. The money we raise is not the AC's money. When you use the word "Kairos" to raise money that money belongs to Kairos. The Board of Directors is allowing us to keep custody of that money to do the ministry the way they've set forth in the manual. *The way God wants us to do it.* Try to motivate your Counsel to follow the rules. Attend state meetings and find out how others are doing it and realize:

"I'm only one part in a big wheel and I want to do my best for His highest."

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

Submitted by: Joy Drady, Secretary

*Reports filed: Financial Summary with Profit & Loss Comparison & Balance Sheet;
Unit Recruiting/Outreach Assessment;
EI Status Update (10/12/19); 2019 Compliance Chart

KOT Torch Activities
Submitted by Bill Salser

Since the presentation to Lubbock Juvenile Probations, we have been asking for additional and updated presentation materials. Recently we received the formal initial presentation packages from KPMI, Orlando. This packet is designed to be a brief introduction to Kairos, Kairos Inside, Kairos Outside and Kairos Torch for the initial visit with a Probation facility administration. In addition there are several pertinent Letters of Recommendation and support for current Torch programs in several states.

We have also received a summary of results of Mentoring activities for the first 8 mentoring sessions for 486 Mentor/Mentee relationships. These sessions focus on "Self-Awareness", "mentor-Mentee" Relationship and introduction to the use of the Bible and subtopics. Several types of graphs are utilized to represent the data. This information is the foundation for declaring Torch to be Evidence-based as we profess.

In the Houston area we are starting on our second weekend of the Restart. We have 15 team members of which seven are new to the program. This will be an "all girls" weekend. We have the "mixer" October 12th and the weekend will be October 18, 19 and 20. It is going to be an exciting time and we appreciate your prayer support.

Audrey Rivera has given me a name of a potential Dallas/Fort Worth area Torch lead person to identify and initiate startups in the North Texas area. I have visited with him by phone and look forward to a face to face meeting in the near future to discuss options he may deem possible.

Dickson de la Haye is leading efforts in central Texas and particularly the Hayes Unit in San Marcus. He has made a couple of contacts but so far nothing beyond phone calls. He has had a similar experience with the Travis County Juvenile Probation program. Dickson is not one to take a negative answer but has also been pressing hard to expand Outreach activities. (6)