



Bill Salser



As I reflect back on the Winter Conference, I am amazed at the transition I see in our ministry.

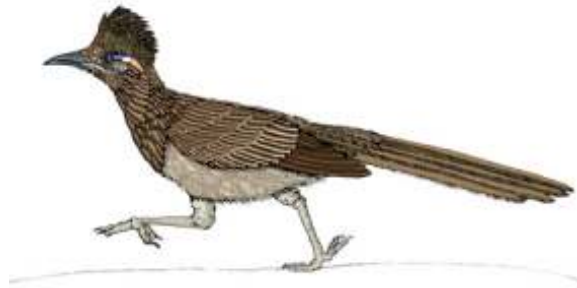
1. We are seeing a step into reality at the KPMI level that we saw here in Texas four years ago when we realized that we did not know what we were or what we were doing at the state level. As we experienced here, there will be some serious adjustments for the good of the ministry.
2. All of the committees at the IC and Board levels are clearly active with numerous ministry issues and frequent conference calls resulting in new projects, new information and new motions.
3. I was extremely happy to see an annual budget at the beginning of the year instead of at the summer conference.
4. Our KPMI Board did exercise the hard task of balancing the budget for the first time in my memory. Many good, promising projects were put on hold not because they are not of value, but because reality says that our Board had to control spending to balance the budget.
5. Of particular interest to Texas, Larry "Buck" Rogers was reelected to a three year term as an "at large member" of the International Council. We also want to recognize Carolyn Jones from Mountain View as a newly elected Kairos Inside Women's "at large" IC member.
6. All of our IC members represented Texas extremely well on many committees and programs. Their specific reports will follow. Jim Irwin represented Texas at the Torch committee meetings among other things and will provide new information. Audrey Rivera attended the meetings and participated in all of the finance related sessions as well as several other activities. She will also report on her experiences.
7. I attended the Finance meetings as well because of the direct implications of the Audit financing options. Bob Cole spoke on our behalf and while I would like to see the audit fee be less, the current funding plan is real and fair to all parties, in my opinion.
8. In the State Chairs meeting, we discussed a new web based EI reporting system. I like the program because it will offer instant access to our ACs to evaluate their weekends in many different graphic forms and to study trends at their AC level. As the data is entered into the data base it will become instantly available to AC Chairs and Observing leaders through the AC Chairs to assist in developing the upcoming weekend.
9. Ultimately again I see how very blessed I am to have the opportunity to work with such a fine and committed group of volunteers. If I had half the problems that many of the other State Chairs have I would be bald now also.



When I say good morning I mean:

G-od
O-ffers us His
O-utstanding
D-evotion to

M-ake us
O-bedient &
R-eady for a
N-ew day with Him
I-nspire others please
N-ever forget
G-od loves you



Cover Letter from John Thompson and Ed Keefer re: John's Resignation

To: Kairos Prison Ministry International Community
From: Ed Keefer, Board Chair and John Thompson, Executive Director
Date: February 16, 2012

Subject: Executive Director Resignation

We both ask you to review the two letters that are attached, from myself for the Board of Directors and from John Thompson, to the Board of Directors announcing his resignation at a date that will be mutually determined by the Executive Director and the Board of Directors. Your board is most appreciative of John's statement that we all need to "rest assured the board and I are working together to make sure the transition will proceed smoothly. I'm not leaving immediately, but I did want to give the board adequate notice so they could proceed thoughtfully. Please have confidence in us that the board and I are working together in the best interests of the ministry."

There is a process in place as defined by a succession plan that was passed by the board in 2011 and the board will be meeting the 1st of March to thoughtfully continue the process that has already begun.

As we are all KPMI, we are on this journey together as we move into the future. Know that your prayers are coveted by all and that we as a body of many parts, in many places, have a great love and respect for this ministry of listen, listen, love, love that has been entrusted to us by those that came before us, just as we must entrust this ministry to those that come after us. We welcome your comments and support as we enter this new phase together.

Important websites:
Kairos of Texas: www.kairostatexas.org
KPMI: www.kairosprisonministry.org



Kairos Prison Ministry International



"I was in prison and you visited me." Matthew 25:36



John A. Thompson, Jr.
Executive Director

February 14, 2012

Re: Letter of Resignation

Dear Board of Directors:

It has been very gratifying for me to see the ministry grow in so many ways since February of 2001 when I was selected as the next KPMI executive director. In that time the ministry has doubled in the number of communities, the number of weekends, and tripled in the amount of donations. Together we have written numerous program manuals as KI, KT and KO have grown and matured. We have revised our governance structure three times, put in place needed financial and program policies, and obtained our first consolidated unqualified ministry audit.

We as a ministry have much to be thankful for. Personally, I have received more blessings than I can count. When I traveled and spent time with our volunteers or shared Jesus Christ with an inmate, it was like a front row seat at a miracle. I want to personally thank all of you who prayed for our success. Leaving is very difficult because I love my job, our volunteers, and the many wonderful opportunities it provided.

But, every opportunity for growth and service has its season. During my discussion with the board this year I understood it's time for a new season. While transition is difficult, it's important that we embrace a new opportunity for the ministry, and that I do so for myself. We all know and trust God that this change is inevitable and positive. It is my desire that we have a seamless transition, and so, I assume my actual departure will occur sometime in the early Fall.

My wife, Nancy-Lee, and I thank you for this wonderful opportunity to serve you.

Your Brother in Christ,

John Thompson

Kairos Prison Ministry International



"I was in prison and you visited me." Matthew 25:36



February 15, 2012

Dear Kairos Ministry,

Attached to this letter is the letter of resignation of John Thompson as Executive Director of Kairos Prison Ministry International, Inc. While this may come as a surprise to some of you, the possibility of John's retirement and the need for a smooth transition when the time did come has been a matter of attention by the Board for several years.

As John notes, the ministry has grown and prospered under his leadership. We thank God for all that John has done for this ministry and pray that God will continue to bless him, his family and his ministry as he embraces the new opportunities God has provided for him.

As Chair of the Board of Directors I want to ask for your prayers and discernment as we undertake the process of transition. We are implementing the Kairos Executive Director Succession Plan that was adopted early last year. Since John has given us ample warning, the ministry will continue to operate under John's leadership, just as it has been operating for the past eleven years. The Board will be meeting soon to create a schedule for the transition, engage in the discernment process for the future leadership, convene a search committee, and assure that the best candidate is selected to shepherd the ministry forward.

As members of the Kairos community, we ask that you join us in prayer for this process. We know that God has a plan for this ministry. We need to seek His will, rest on His assurances, and do everything to glorify Him. I trust that this transition will do just that.

If you have any questions about the process, please feel free to share them with us.

IHS,

Edward W Keefer
Chair
Board of Directors
Kairos Prison Ministry International

Thursday, February 9, 2012 I attended a meeting for At-Large Representative elections to the International Council. Carolyn Jones, whose primary program ministry is Women's Kairos Inside, was elected for a two year term to the International Council. Carolyn serves at the Mountain View Unit in Gatesville.

On Friday morning, the Kairos Outside Sub-Committee meeting was scheduled, as well as the IC Program Evaluation Committee, of which I am a member. I checked with John Kennell, chair of that committee, and went ahead and attended the KO meeting. We discussed the new KO manuals which have just come out and also the KO Excellence Initiative Check-list. On the KPMI website, the page numbers referred to in the checklist are still from the old manual, so that change is being worked on. There should be an interactive version of the form by the end of 2012. All of the Texas KO communities turned in their KO EI reports in a timely manner.

We discussed the draft of ACOP and SCOOP to be voted on later during the conference and also the possibility of holding regional AC training retreats. National Kairos Outside is focusing on the individual AC this year and the primary emphasis will be on the job descriptions/responsibilities of the AC positions. To prepare for this AC training, a survey is being sent out to all KO AC members in the US asking for suggestions or trouble areas that are related to their AC. Possible workshops for Summer Conference were discussed as well as the procedure to follow for new KO start-ups. KO AKT will be offered once in Texas for 2012 with the location being Midland in September.

The International Council meeting was held from 8:00am to 2:30pm on Saturday, Feb. 11th. We began the meeting by watching the video, "The Best Question Ever" by Andy Stanley. Reports from the Subcommittee chairs were given. The Financial Accountability Council presented several motions dealing with restructuring of audit fees and other financial matters. After much discussion, they were tabled until the Summer Conference. The Communication Committee presented motions to approve the revisions of SCOOP and ACOP. Both motions passed.

As always, attending a KPMI conference offers the opportunity to "see the big picture" and meet Kairos people from all over the United States. We discover that our problem areas (recruitment, fund raising, etc) and joys and blessings are universal to all of us.

On Friday morning I attended the IC Financial Accountability Council to discuss three motions that was going to be presented for a vote at the IC Meeting. The main one I was interested in was the motion to restructure the audit fees .

Currently the audit fee is assessed at \$60 per weekend. The audit cost for the years ending 2009 and 2010 was \$130,000 for each year and the estimated for 2011 is \$110,000. The estimated income from the states at the current rate of \$60 per 3-day weekend in 2010 was around \$38,000.

When the \$60 per weekend fee was established it was only designed to cover the cost of auditing National and doing a test audit in several states. Based on information provided by the auditors, the cost of auditing the states is approximately \$89,000 with the balance covering the audit of National. There is, therefore, a need to increase the audit fee to at least cover the cost of the auditing of the individual state committees.

Continued on next page

Important websites:

Kairos of Texas: www.kairostatexas.org

KPMI: www.kairosprisonministry.org



Five methods of collecting this fee were proposed. They were:

1. Increase the per weekend amount from \$60 to \$140.
2. Charge \$700 per checking account
3. Charge by grouping costs as estimated by the Auditors
4. Combination of (1) and (2) charge \$100 per weekend and \$200 per checking book
5. Combination of (1) and (3) charge 1/2 audit cost and \$70 per weekend

Any plan charging per bank account was bias against a Model 2 state.

In our meeting in Jan., it was voted on to recommend that we propose option 3 - whatever the actual cost per state would be charged the following year. Based on option 3, that would cost Texas \$18,000. But some of the numbers were changed the day before the IC meeting and it was voted to table the vote because the IC members had not had the 30 days to review the numbers. The discussion was postponed until next monthly telephone meeting to be held in early March. All that did was delay the increase in cost by 30 days.

If the IC goes with the recommendation and passes it, then our share of the audit cost for 2011 will be \$18,000 for the state of Texas. Since we have about 90 weekends a year, that will raise the cost per weekend for audit from the current \$60 to \$200. Since the auditors have been working since December of 2011, I want to go ahead and collect the fees and send to KPMI so they will have some cash to pay the audit bill.

John Kennell - International Rep.

Winter Conference Report

The Program Evaluation Committee (PEC) has the responsibility for overseeing the Excellence Initiative Process for Kairos Inside, Kairos Outside, and Kairos Torch ministry programs. It also has the responsibility for developing new methods that will enhance the Excellence Initiative process. The PEC is co-chaired by John Kennell and John Thompson. It is made up of three representatives from each of the ministry programs, Kairos Inside, Kairos Outside, and Kairos Torch.

On Thursday, February 9th, the PEC hosted a State Chapter Chair orientation on the Kairos Inside Excellence Initiative (KIEI) web based process. This process will enhance the collection of the KIEI Checklist reports and content. As the KIEI Checklists are completed by the State Chapter Committee (SCC) Chair or designee the data will be posted to a database on the web site and will immediately be assembled for statistical reporting in various formats and graphs. The reports are available at the Advisory Council (AC) level, SCC level, and KPMI. The reports will only show the KIEI results at the requesting level, in other words an AC requesting a report would only be able to access the data associated with that AC, the SCC would be able to access all the AC's within its state, while KPMI would have access to all reporting levels.

The web based process will be phased in by state with a goal of having all states connected to the web page process before the end of 2012. Texas, California, Ohio, and Indiana SCC's have been selected to be in the initial phase. AC's in those states will be phased in incrementally. All other SCC's and AC's will use the current interactive version of the KIEI Checklist.

The Kairos Torch Excellence Initiative (KTEI) process has modified their EI Checklist so it can be updated online and submitted by email to the proper individuals and committees.

The Kairos Outside Excellence Initiative (KOEI) Checklist will be modified as an interactive version by the end of 2012.

The Program Evaluation Committee held a meeting on Friday, February 10. One item for discussion was the overall EI submission rate by the State Chapters (48%). Only seven of 31 State Chapters had 100% reporting (Texas was one of those). Each program gave a report on the current status of their EI process and their goals for 2012. Several committee members have cycled off, some of those positions have been filled and one is still open.

As an International Conference (IC) member I was privileged to take part in endorsing several motions that was presented. Among them were approving the new State Chapter Committee Operating Procedures (SCCOP), the Advisory Council Operating Procedures (ACOP), a motion to add in EZRA an overview of the Financial Policy and Procedures as it applies to the weekend, and renaming the AC Financial Secretary Position in Model 1 and Model 3 states. A motion for Restructuring Audit Fees was tabled until more information is available on the audit fee structure.

What a blessing and privilege it was to be one of several representing Texas at the subject conference. I was both inspired and overwhelmed by the number of folks who (like we Texas volunteers) share a deep love for Christ, for the incarcerated and for those affected by incarceration.

On Thursday morning, I attended a State Chair Excellence Initiative Training meeting. I was amazed at the amount of work Les Keeler (Calif. volunteer) has invested in developing on-line software to facilitate documenting and ensuring proper distribution of the required Kairos Inside EI reports. While the new on line reporting software is not yet ready, it is expected to soon be available for trial runs in a few states. Texas will be one of those states testing the new system. EI reporting was optional in 2010. It is now mandatory for 2012.

All Kairos Inside EI reports will go to leskeeler@hotmail.com. All authorized reviewers will have a user ID and password to access the EI reports via www.mykairos.org. Starting and stopping in the middle of the report's preparation will be imbedded in the software. Some discussion was held regarding Ezra. Complaints had been made that Ezra was "too tough to work." It was acknowledged that for those unfamiliar with Ezra, the first contact can be intimidating. A suggestion was made that there should be state training for Ezra. It was suggested that those weekend leaders who have used Ezra allocate time to transition and introduce the new weekend leader to the use of Ezra.

On Friday morning, I attended Kairos Torch Sub-Committee Meeting chaired by Fred Yashua (Maine volunteer). A draft copy of the new Torch Program Manual was passed out to members of the Sub-Committee. (I passed my copy on to Dean Cooke.) The new manual was greeted with great passion by the members. It was affectionately referred to as the "Holy Grail." The amount of work and dedication in its preparation was apparent to all. Ida Mae Wheeler (OK volunteer) discussed the many proposed changes to the manual. Washington State is planning a new outreach program using the Torch manual for children of the incarcerated. That will be in addition to the Torch program for incarcerated juvenile offenders. Currently there are 25 Torch Advisory Councils nationally in place. There are 14 new starts planned for 2012.

At a joint meeting of the Financial Accountability Committee and the Board Audit Committee, it was pointed out that the 2012 KPMI budget did not allocate funds to support international Kairos Inside weekends. After the meeting, I visited with Bret Beemer (KPMI CFO) about the mechanics of the Torres Unit AC financially aiding one of their volunteers to attend the weekend in Nicaragua. To comply with IRS rules, it was suggested that Torres could pay the round trip cost to fly the volunteer to Nicaragua. However, the volunteer needs to seek financial assistance from churches and/or friends to cover the cost of the weekend. Funds made payable to him or a church could be wire transferred directly to a Nicaraguan financial institution to pay for the weekend (i.e. food, vehicle and equipment rental, supplies, etc.). Other Texas AC's could follow a similar plan if they desired to so do.

During a discussion on the fairest way to finance the states share of the KPMI 2012 audit expenses, Teann Yeager (AL Chair) shared that Alabama was devastated by the tornado outbreaks of 2011. Absent volunteers and churches during the recovery, the state's financial resources were substantially depleted to about a \$4,000 balance. They had two Kairos Inside weekends set to begin within weeks and were desperate. Your Executive Council members present voted unanimously to send \$12,000 to Alabama. When told of the gift, tears flowed on both sides (See II Corinthians 8:12-15). It was a joy and privilege to represent you knowing you too would want another 80 plus souls to have the opportunity to hear of God's magnificent grace. Thank you for your confidence in me.

AN IRISH FRIENDSHIP WISH:**May there always be work for your hands to do;****May your purse always hold a coin or two;****May the sun always shine on your windowpane;****May a rainbow be certain to follow each rain;****May the hand of a friend always be near you;****May God fill your heart with gladness to cheer you.****and may you be in heaven a half hour before the devil knows you're dead.**

Important websites:

Kairos of Texas: www.kairostexas.org

KPMI: www.kairosprisonministry.org



KPMI 2012 Winter Conference held in Orlando Florida was well attended with representation from our overseas community via teleconference. Thursday night was elections with several Texans on the Ballot for At-large positions; Larry (Buck) Rodgers and Carolyn Jones were elected for three year terms each bringing Texas total to seven, Way to go Texas!!!

I thank God for a opportunity to serve once again and to help make a difference in the ministry we all love. Friday morning I was confirmed as a member of the proposed Kairos Reentry Committee which made its first presentation to the Board of directors with hope of receiving permission of going forth as a full fledged committee with a manual of "best practices" to be presented at the Summer Conference. Permission was granted and Kairos will now officially be in aftercare.

The Long Range Planning Committee (LRPC) met Friday morning and discussed Key Performance Indicators (KPIs) concerning financial, Communications and Volunteer recruiting:

Financial - there were budget cuts made in several area funds to the International budget and Torch for children of incarcerated parents.

Communications - We hope to start collecting data on the number of people attending reunions, prayer & share, etc. through a new software called 'Attend'.

Volunteer- By June 2012 all State Chapters and Advisory Councils will be aware of and incorporate the Recruiting & Outreach "Best Practices."

The LRPC will be discussing more about the future of Kairos in upcoming meetings and teleconferences.

For the 2nd conference in a row I was the designated Secretary for the KO Sub Committee session. Today I have completed that task and am about to send them to that chairman Connie Prendergast. I enjoyed the servant's hearts of all the people I have become acquainted with and with those that I have begun to have long term relationships. Isn't that what this ministry is all about? - building relationships with the Body of Christ. It is truly amazing to watch strangers become a working entity that builds for the future yet at the same time protects the past. For only in the present can we not make the mistakes of the past and can create a better future with Christ leading the way.

LISTEN
LISTEN

I LOVE
I LOVE

Important websites:

Kairos of Texas: www.kairostexas.org

KPMI: www.kairosprisonministry.org



KAIROS of TEXAS STATE OFFICERS

Chair - Bill Salser
Past Chair - Louis Esquivel
Vice Chair - Jim Irwin
Secretary - Tom Perdue
Financial Secretary - Bob Cole
Treasurer - Robert Robinson
International Rep - John Kennell
International Rep - Ed Davis
International Rep - Julie Cole
International Rep - David Ross
International Rep KI - Carolyn Jones
International Rep at large -
Larry "Buck" Rogers
International Rep at large -
Mike Stumbaugh
KO Chair - Julie Cole
KO Chair Elect - Joyce Boelsche
KO Secretary - Carole Venhaus
KO International Rep - Kim Roubison
TDCJ Chaplaincy Liason - Bill Pierce
Torch - Dean Cooke

Committee Chairs:
Agape - Jaime Gonzales
Advisory Council - Jim Irwin
Communication - Tom Perdue
Data Collection - TBD
Newsletter - Bettye Keefer
Registrar - Julie Cole
Records & Archives - TBD
Website - Bettye Keefer/Bill Darnall
Compliance/Program Training -
John Estes
Clergy - Tom Damrow
Program Committee -
Driskoll Tubbs
Financial Committee - Bob Cole
Food Control - Glenda Robinson
Fund Raising/Sponsorship -
Kim Roubison
International Committee - Ed Davis
Music Committee - Dale Mayer
New Starts Committee - David Savage
Outreach Chair - Michael Hill
Region Coordinator - Rex Masons
State Training (AKT) - Mike Stumbaugh
Trailer Coord - Jim Lodovic



A 15 yr. old school kid who got an A+ for this entry (TOTALLY AWESOME)! Since the Pledge of Allegiance and the Lord's Prayer are not allowed in most public schools anymore because the word 'God' is mentioned ...
A kid in Arizona wrote this NEW school prayer.

"New Pledge of Allegiance"

Now I sit me down in school
Where praying is against the rule
For this great nation under God
Finds mention of Him very odd.
If scripture now the class recites,
It violates the Bill of Rights.
And anytime my head I bow
Becomes a Federal matter now.
Our hair can be purple, orange or green,
That's no offence; it's a freedom scene.
The law is specific, the law is precise.
Prayers spoken aloud are a serious vice.
For praying in a public hall
Might offend someone with no faith at all.
In silence alone we must meditate,
God's name is prohibited by the state.
We're allowed to cuss and dress like freaks,
And pierce our noses, tongues and cheeks ...
They've outlawed guns, but FIRST the Bible.
To quote the Good Book makes me liable.
We can elect a pregnant Senior Queen,
And the 'unwed daddy,' our Senior King.
It's 'inappropriate' to teach right from wrong,
We're taught that such 'judgments' do not belong.
We can get our condoms and birth controls,
Study witchcraft, vampires and totem poles.
But the Ten Commandments are not allowed,
No word of God must reach this crowd.
It's scary here I must confess,
When chaos reigns the school's a mess.
So, Lord, this silent plea I make:
Should I be shot; my soul please take!
Amen

Jesus said, 'If you are ashamed of me, I will be ashamed of you before my Father.'





Be sure to visit our website at www.kairossoftexas.org. Our webmaster, Bill Darnall, has done an amazing job of putting this all together. The new schedule and location for State Board meetings for 2012 are included here. We have a calendar showing when all the weekends will be held. Check your weekend - we depend on you to keep them updated.

On that same website you will find the current state officers, state meetings and minutes, map of state meetings, committees, and when the weekends are to be held. You will also find this current and past newsletters. If your unit does a newsletter, we would love to add it. There are links to KPMI and TDCJ.

There is information about Kairos Outside, including structure, forms and information, newsletters, and mission field. The minutes for KO meetings can also be found there.

Please take a look and see if we need to change, remove or add anything.

Happy moments - PRAISE GOD
 Difficult moments - SEEK GOD
 Quiet moments - WORSHIP GOD
 Painful moments - TRUST GOD
 Every moment - THANK GOD

Shirley & Marcy

A mother was concerned about her kindergarten son walking to school. He didn't want his mother to walk with him. She wanted to give him the feeling that he had some independence but yet know that he was safe. So she had an idea of how to handle it.

She asked a neighbor if she would please follow him to school in the mornings, staying at a distance, so he probably wouldn't notice her. She said that since she was up early with her toddler anyway, it would be a good way for them to get some exercise as well, so she agreed.

The next school day, the neighbor and her little girl set out following behind Timmy as he walked to school with another neighbor girl he knew. She did this for the whole week.

As the two walked and chatted, kicking stones and twigs, Timmy's little friend noticed the same lady was following them as she seemed to do every day all week. Finally she said to Timmy, 'Have you noticed that lady following us to school all week? Do you know her?'

Timmy nonchalantly replied, 'Yeah, I know who she is.'

The little girl said, 'Well, who is she?'

'That's just Shirley Goodnest,' Timmy replied, 'and her daughter Marcy.'

'Shirley Goodnest?' Who the heck is she and why is she following us?'

'Well,' Timmy explained, 'every night my Mum makes me say the 23rd Psalm with my prayers, 'cuz she worries about me so much. And in the Psalm, it says, ' Shirley Goodnest and Marcy shall follow me all the days of my life', so I guess I'll just have to get used to it!'



Important websites:
 Kairos of Texas: www.kairostexas.org
 KPMI: www.kairosprisonministry.org