



Our volunteer leadership at KPMI has agreed to make “INSPIRING MINISTRY EXCELLENCE” our theme for 2014. The following is a recent quote from our Executive Director, Evelyn Lemly: “No matter our position or role in serving, none are more important than others as we all come together to make the Kairos ministry successful. Each day, when we are serving at any capacity at Kairos, let’s ask ourselves am I serving God with my best? Would He think it excellent? Am I inspiring others and the ministry to excellence?”

Before proceeding, allow me to lay a foundation for what I am about to propose later in this article. At no time, did I seek a position on our Kairos of Texas (KOT) Executive Committee. While serving as a state representative for the Torres Unit Advisory Council, I was asked if I would serve as Vice Chair. After 3 years, I was asked if I would serve as Chair. I agreed to so do. I had no aspirations nor pre-set agenda.

I agreed because I understand that while we are a ministry, we also are a non-profit business with administrative responsibilities that must be cared for so that others can do what we love to do. And, that is **“to share the transforming love and forgiveness of Jesus Christ to impact the hearts and lives of incarcerated men, women and youth, as well as their families, to become loving and productive citizens of their communities.”** Please believe me when I say that I would much rather be on a team back inside as a volunteer for weekends, prayer and share, reunions and retreats than where I am.

While still a Kairos volunteer, I do have a little different assignment this year as your state chair. On January 10, 2014, I signed a Covenant Agreement with KPMI (endorsed by our Executive Director) whereby I agreed, to the best of my ability, to support the goals, vision and mission of Kairos and to ensure that each program is conducted fully within the applicable program manual’s guidelines. Our other Executive Committee members signed it as well.

All KOT Advisory Council (AC) voting members recently signed (or granted authority to another to sign on their behalf) the Annual Affiliation Agreement (AA). It is very similar to the KPMI Covenant Agreement. I have endorsed some AA’s with my signature and have authorized our State Secretary (Cissy Kabat) to place my signature on other AA’s.

By affixing our signatures to the AA, we agreed that we would (to the best of our ability) minister in sure and certain knowledge of God’s call for unity and uniformity within this ministry as well as the necessity for spiritual unity among all brothers and sisters ministering together in Kairos. The AA asks that each AC agree to faithfully adhere to Kairos manuals, rules, regulations, policies, and procedures.

Because I am a Christ follower, keeping my word is important to me as I trust it is to all others who signed their respective AA. In reviewing numerous inside weekend leader’s reports and E I weekend checklists/reports, there is room for further efforts as we seek to INSPIRE MINISTRY EXCELLENCE.



Therefore, I am humbly and prayerfully asking each AC to begin a transition to move further to compliance with the Inside Program Manual as we agreed to do. I am asking, if not pleading, that beginning the fall 2014 weekends, we will strive to use the team model noted on page III -29 of our "Red Book" including the number of participants based on the number of team volunteers. We will strive to use volunteers as head table family servants.

Page III-18 of the Red Book states that a team composed of 1/3 new members is expected and important for the health, vitality and GROWTH of the ministry. Our goal should not simply be satisfied with presenting a weekend or even the next weekend. Rather our goal/vision should also include new recruits to expand to more units. Not taking one weekend off after serving on three and not tirelessly seeking to secure 1/3 new team members enables the status quo and ultimately cripples us from growing. That AC is terminal though not yet dead and is unable to help us grow so we can reach even more than the 42 residents we seek to serve on the coming weekend.

At the discretion of the weekend leader, Kairos graduates may assist a team member as a family servant, may assist with work in the dining room preparing food, serving food, cleaning up food, attach agape, assist in set up/tear down, serve on the music team, operate sound systems, etc., etc. While the number of graduate servants is listed as 7 to 9, it should be noted that this is an ideal number. If physical or security conditions at a unit require more, then we may use more. However, a graduate team of 20 to 30 is not ideal. To help provide opportunity for 30 resident servants, why not consider asking the chaplain to send 10 to 12 one day and another 10 to 12 the second day and perhaps even another 10 to 12 on the third day?

As to prayer and share, page VI-2 of the manual reminds us that our small groups are a "small group of residents, **not residents and volunteers.**" Our objective, is it not, is to have the residents grow to depend on each other and not to depend on us? We cannot always be there when a loved one dies or a child or parent is seriously ill. Developing a close relationship with one resident to the point that they need us in the small group cripples that growth. What better way to model the obedience we share to them than to politely explain why we cannot join them. I am convinced that is why, in the wisdom of Kairos, sitting in a small group is not an option. If prison staff requires that a volunteer must be in a room for security purposes, they can quietly sit reading without being a part of the small group can they not? As always, there is room for team facilitators to intermittently keep the small groups on target.

With the concurrence of our Texas Executive Committee, I will soon prepare an e-mail asking Chaplain Billy Pierce to please let his regional and unit chaplains know of our planned changes. Chaplain Pierce has verbally assured me of this intent to support our efforts to bring about these changes and thereby preclude putting the local AC representatives in the position of getting a chaplain to rethink his/her practice.

KOT had a waiver granted by our KPMI Executive Director, John Thompson, in early 2011 for one year to delay one on one hosting and to allow the use of resident graduates as family servants (in lieu of volunteers) for one year. The objective was to give us a year to add new folks via recruiting. We are now 3 years beyond that point and we have made little, if any, progress. As our state chair, I have no authority to grant a waiver nor do I have authority to not seek to guide us as we strive to move closer towards excellence via compliance.

As your chair, it is my goal to get folks to want to comply while we consider changes to the Inside Program Manual, if that is the desire of the majority of the Texas Advisory Councils. I trust all volunteers understand that we are not an autocratic organization. We have a procedure for requesting changes to our programs. However, with any large organization (i.e. 30,000 volunteers in 35 states), it will take time to bring about change and there is no guarantee that Texas will prevail with any change requests.

Given that understanding, I recently asked some East region folks to reduce to writing the changes they wanted, but not their rationale for the changes. We all have our ideas for why we should or should not do things and debating those deflects the focus away from the change(s) we seek. The East region folks suggested a poll of other AC's to see if they were alone or if others would also prefer to seek the same changes. So Inside AC's may expect to receive an East region volunteer group's questionnaire concerning the matter.

My heartfelt prayer is that we will earnestly seek His wisdom and work as one while we struggle to organize and discuss plans for program changes, if any. I trust all agree that there is no room for rebellion in Kairos and we should seek change in the appropriate manner while complying with the manual as we said we would.

In conclusion, I am fully persuaded that God will make Kairos prevail as He has His church. Our personal decision will be do we want to continue to be a part of His ministry. Resignation serves no other purpose but to empower our Adversary and to ultimately hurt ourselves and those inside whom we profess to love and serve. Please pray for me in this challenging time. I truly appreciate all the saints working hard in this ministry we love so very much.

Earlier this evening April 22nd, our Lord called His faithful servant home. Emmett went very peacefully into the arms of His Savior around dinner time. He had fought the good fight and had finished the race with determination to please His Lord and to care for the love of his life, his queen and best friend, Jan.

The family asks that you pray for them: wife, Jan; son, Mark; daughter-in-law, Laurie; granddaughters, Amanda and Stephanie; grandson, Stephen.

His Restorative Justice Ministry Network team, staff and volunteers, also ask that you pray for us. Emmett built this network, nurtured it and nurtured others in their own ministries. I, Anita Parrish, Ministry Assistant/Comptroller, have been with Emmett since the beginning of this ministry and Bill Kleiber, current Executive Director, has been a part of the team for over half of these past 20 years. Emmett left a large foot print wherever he loved, mentored, encouraged. We want to see that his legacy lives on and will need many prayers to keep going without our beloved leader and friend.

Services are to be held at First Baptist Church on April 26, 2014 and graveside services by Sam Houston Memorial Funeral Home in Huntsville.



Emmett Solomon – longtime friend and supporter of Kairos and served on the Kairos Prison Ministry International Board of Directors from 2003-2007.

Emmett began jail ministry as a volunteer in 1955. After attending seminaries in New York, Kentucky and Fort Worth, TX, he began his career as a Correctional Chaplain in 1964 at the Huntsville Unit of the Texas Department of Corrections. He completed 5 units of Clinical Pastoral Education and also earned his Master's Degree in Criminal Justice from Sam Houston State University.

In 1992, 35 prison ministries came together in Belton, Texas to discuss how we might better collaborate. At that meeting it was decided that we needed a communication network. The INFORMS Network was established that same year as a non-profit corporation.

In 1993, Emmett Solomon took early retirement from his role as Director of Chaplains for the Texas Department of Criminal Justice, after serving there for 10 years, to become Executive Director of the INFORMS Organization officed in Huntsville, Texas. In March of 1994 the first edition of their newspaper was published. It was designed to be a trade journal for prison ministry.

In 1999, the name was changed to Restorative Justice Ministries Network and the newspaper renamed to Restorative Justice News. In 2005, the newspaper was changed to a newsletter format. In 2007, it became the RJ News e-letter.

Important websites:

Kairos of Texas: www.kairostatexas.org

KPMI: www.mykairos.org



A ROYAL LAW OF LOVE

Many religious people embrace the idea of loving others as themselves but remain blissfully unaware of how the Bible defines love. As a result, they do not understand the necessity of putting into practice the biblical principles that determine the success or failure of their relationship.

The First Commandment: What is our greatest priority?

Establishing, developing and maintaining that personal relationship with the true and living God is the most important commitment we can ever make. That is the primary focus of the Ten Commandments. Our dependence is on the God who created us. We don't realize how fragile our existence is, how constantly dependent on God's care we are.

The Second Commandment: What is God like?

The Second Commandment goes to the heart of our relationship with our creator. What is the proper way to worship the only true God? God's many names reveal much about Him - The Bible uses a variety of names for God. He calls things what they are, and He calls himself what He is.

The Third Commandment: From profanity to praise

The use of God's name in a degrading or in any way disrespectful manner expresses an attitude of disdain for the relationship we are supposed to have with Him. Having a relationship with God demands that we represent Him accurately, sincerely and respectfully.

The Fourth Commandment: Key to a relationship with our Creator

The Fourth Commandment, to remember the Sabbath, concludes the section that specifically helps define a proper relationship with God - how we are to love, worship and relate to Him. It explains why and when we need to take special time to draw closer to our creator.

The Fifth Commandment: A foundation for success

The primary focus of the Fifth Commandment is the importance of learning to respect others while we are still children. How should we treat parents who are difficult to honor? How can we honor parents or grandparents whose behavior is unworthy of admiration? How can we apply this commandment to them?

The Sixth Commandment: Life is a precious gift

Who possesses the authority to take human life? Who has the right to make that decision? The emphasis in the Sixth Commandment is on the word you. You shall not murder! You are not to deliberately kill - premeditated or in the anger of the moment.

The Seventh Commandment: Protect the marital relationship

Unless the natural desires that attract us to members of the opposite sex are channeled exclusively toward a loving marriage relationship, the temptation to engage in sexual immorality can easily overpower our self-control. This weakness is the focus of the Seventh Commandment.

The Eighth Commandment: Practice giving rather than getting

The Eighth Commandment safeguards everyone's right to legitimately acquire and own property. God wants that right honored and protected.

The Ninth Commandment: Truth as way of life

How important is truth? To fully appreciate the Ninth Commandment, with its prohibition of lying, we must realize how important truth is to God.

The Tenth Commandment: True righteousness comes from the heart

The last of the Ten Commandments, against coveting, is aimed directly at the heart and mind of every human being. In prohibiting coveting, it defines not so much what we must do but how we should think. It asks us to look deep within ourselves to see what we are on the inside.

General List of what was shared at the 2014 Winter Meeting in Atlanta, GA.

Our theme was “*Inspiring Ministry Excellence*. Let’s carry that through each day.

Celebrate God’s provisions for the ministry in all the wonderful ways. And remember it is all His! We are here to share the love, hope and faith found in Jesus Christ. God wants our best as we serve him.

Celebrate our people who are serving in so many different capacities across the country. Say thank you for the wonderful service. THANK YOU! I challenged everyone to start saying thank you to each other and encouraging excellence.

Celebrate so many things going on across the countries in the states and with our Kairos programs. A few examples – but remember to celebrate those locally and in your state as we could be here all night naming all of them:

- A Kairos Outside community has 42 volunteers and ½ of them are first time! This was a community that was struggling previously and they focused on recruiting and God blessed them.
- Kairos Inside where numerous correctional institutions or states are asking us to come in and share the Kairos program. States like Texas, Ohio, Georgia and many others. The demand for our ministry is there; we just need the volunteers to fill the need. Let’s go replicate ourselves as volunteers so we can do more ministry and reach more people impacted by incarceration. Several new starts in 2014 for Kairos Inside are forthcoming. Persistence has paid off in several communities as it has taken many years to get into some of these facilities.
- Kairos Torch has 18 new starts underway that will begin in the next couple of years. Kairos Torch is now approved in Australia, and CA has accepted the program after 7 years of working to open.
- Approximately 1/3 of Board of Directors, International Council, and State Chairs are new to their role this year. We celebrate new leaders and all of us need to help them as they begin their new roles.
- New states of Oregon (Kairos Outside) and Wisconsin (Kairos Inside) conducted their first Weekend in 2013. And Wisconsin has other facilities interested based on the one success. Also, other states helped fund the startup and supported them with people to advise the new leaders.
- Kentucky is coming on board as a new state in 2014 with people interested in helping.
- The State Chairs meet monthly and then face to face twice per year to discuss the leadership and operations of the ministry.
- Financial system implemented nationwide that puts us into compliance with the regulations and accounting rules we are required to follow; and it is working overall. The people rallied and got it done. Now we need to use it well.
 - It was fully paid for by the International Headquarters;
 - It is paying off with reduced fees and reduced risk to the ministry
 - Financial statements readily available
 - We need to embrace this system and use it fully for the good of Kairos



Important websites:

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- Due to the financial system – the audit fees are dramatically reducing. When I walked in the audit fees were \$130,000; went to \$83,000 after first year of proper accounting and will be \$51,000 for future. That is a 60% drop in cost in two years because we are doing our consolidated financials properly. This is all reductions passed to the states. It pays to do the work properly.
- Kairos Prison Ministry International had 444 communities across the world sharing the love of Jesus Christ in 2013.
- We need to focus on doing our ministry with Excellence. God wants our best. We know the programs work if we do them as written. Let's do them right so we can focus on doing more to reach more people.
- We are starting to focus on recruitment and need to energize our teams with new people.
- Kairos purchased a new building, did the remodeling, moved, and fully paid for functional needs in 2013, all with funds raised by the International headquarters, fully funded, no debt, and now no lease payments. This gives us a permanent home and reduces costs for the long term. These funds can now be re-invested in the ministry needs.
- Over \$540,000 funds raised by the International headquarters in 2013 for the Kairos Foundation or Kairos ministry, this does include building needs.
- At the new facility, a new server was purchased and installed along with proper backup systems to protect the information and data of the ministry. The old system was not repairable any longer and ran on 2003 software which was obsolete and risky at best. This was fully funded by donations for this purpose, funds raised by the International headquarters.
- Looking at engaging and sharing the ministry with influencers: meeting to share with President and Mrs. Jimmy Carter, and other meetings with key influencers as they are identified. Everyone should be looking for opportunities and introducing the ministry. I am available to meet at any time. We have new tools to help promote Kairos in a common manner with the Style Guide available. This helps us start branding and promoting Kairos for new volunteers, supporters, donors, and awareness.
- 4th day Ministry annual meeting was held in January of which Kairos participated. Much sharing on what are common struggles, opportunities, and ways to work together to support each other. One ministry shared characteristics of community in crisis:
 - Structure of leadership locally (or lack thereof)
 - Failure to rotate leaders
 - Secrets and hidden agenda
 - Single church domination
 - Community taking legalistic approach
- Kairos Board of Directors developed a Vision and Core Values for the ministry in 2013.
- A 5 year plan is well underway utilizing input from various groups to build the plan.
- We are encouraging and working to increase communication throughout the ministry and to create an environment of unity, trust and love as Kairos.

And most of all we celebrate that we know God is in control of this ministry we call Kairos Prison Ministry. Let's make sure we are looking to our Lord, Jesus Christ, as our leader, that we are honoring Him in all we do, and we are seeking His guidance. We are here to share His hope, love, and faith.

Let's make sure we are "*Inspiring Ministry Excellence*"!

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Leading up to Connally Kairos #23, I have been inundated with things not going right. We had to change our weekend date twice. Team members drop out regularly. We can't get 7:30 AM to 7:30 PM, just 8-5. We have scaled back to 36 participants, and I wonder if we should have only asked 30. One on one hosting has gone by the wayside, we barely made our requirement of 3 clergy, and the prison is on lockdown a week out.

On the plus side, we have raised more than enough money through our very efficient, long term results, donor-oriented fund raising program. We have new team members. We have experienced team members. We've had great team training sessions. We are going to start with about enough cookies, so the support team doesn't have to bake like crazy to catch up. Lodging is arranged, food being purchased by an experienced and dedicated team member, the chaplains are fully on board with us. The unit is going to allow us in regardless of the lockdown status. But when we go inside on May 1st, the most difficult task lies ahead.

From a theologian, Dietrich Bonhoeffer, who was killed for his views in 1945:

"Many people are looking for an ear that will listen. They do not find it among Christians, because these Christians are talking where they should be listening. But he who can no longer listen to his brother will soon be no longer listening to God either; he will be doing nothing but prattle in the presence of God too.

This is the beginning of the death of the spiritual life, and in the end there is nothing left but spiritual chatter and clerical condescension arrayed in pious words. One who cannot listen long and patiently will presently be talking beside the point and be never really speaking to others, albeit he be not conscious of it. Anyone who thinks that his time is too valuable to spend keeping quiet will eventually have no time for God and his brother, but only for himself and for his own follies." The most important words in the Red Manual are on the cover.

You know what they are. Once we go inside, all the preparation is history, and our mission changes. When someone at your table says they are a Muslim, say, *tell me about it*. When someone tells you they are Native American belief, your response is, *tell me about it*. You don't ever need to refute or argue with their beliefs, all you have to do is listen. Our message is in the talks. Your answer is *that's interesting*. You don't need to formulate a response to their statement, you just need to listen to the statement.

See, it is easy. Conversion belongs to the Holy Spirit. The most important thing we do on the inside is *listen*. Perhaps the most important thing we do in the free world is just that, too.

LISTEN
LISTEN

LOVE
LOVE

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THE DOG

When loved ones come home always run to greet them.
Never pass up the opportunity to go for a joyride.
Allow the experience of fresh air and wind in your face to be pure ecstasy.
Take naps.
Stretch before rising.
Run, romp, and play daily.
Thrive on attention and let people touch you.
Avoid biting when a simple growl will do.
On warm days stop to lie on your back in the grass.
On hot days drink lots of water and lie under a shady tree.
When you're happy, dance around and wag your entire body.
Delight in the simple joy of a long walk.
Be loyal.
Never pretend to be something you're not.
If what you want is buried, dig until you find it.
When someone is having a bad day, be silent, sit close by, and nuzzle them gently.
Enjoy every moment of every day!



Why dogs don't use computers

He's distracted by cats chasing his mouse.
Sit and stay were hard enough; cut and paste are out of the question.
Involuntary tail wagging is a dead give-away that he's browsing www.alpo.com instead of working.
The fire hydrant icon is simply too frustrating.
He can't help attacking the screen when he hears "You've got mail."
He can't stick his head out of Windows 7.

John 15:12-13

"My command is this: Love each other as I have loved you. Greater love has no one than this, that he lay down his life for his friends."

In this command, we are not all being called to physically die for one another; this one time action would actually be relatively easy compared with the true meaning of His command. The general call from Christ is for us to daily "lay down" our lives by dying to our **self gratification** and considering the needs of others more important than our own (Philippians 2:3-4). And as opposed to a one time event for a select individual, we are being called to daily lay ourselves down for ALL - even when others are not deserving...even when they have not earned our love

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KAIROS of TEXAS STATE OFFICERS

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International Committee - Ed Davis
Logistics & Support Chair - Thomas Becker
Music Committee - Scott Van Pelt
New Starts Committee - Mark Hughes
Outreach Chair - Kenny Hensley
Program Committee - Debbie Van Pelt
State Training (AKT) - Mike Stumbaugh
Trailer Coord - Scott Van Pelt



SIMPLE TRUTHS

1. Words can't break bones, but they can break hearts.
2. Those who walk with God won't run from people's needs.
3. Sorrow looks back, worry looks around, but faith looks up.
4. We're richer when we give and poorer when we keep.
5. Because of the cross of Christ, we can become friends of Christ.
6. Amid the darkness of sin, the light of God's grace shines in.
7. Enthusiasm for Christ is contagious; has anyone caught it from you?
8. Be as patient with others as God has been with you.
9. It is better by far to die for something, than to live for nothing.
10. The God who sends you will also sustain you.
11. It's always darkest before the dawn.
12. To change your outlook, remember God's looking out for you.
13. Confession of sin is not an admission of weakness, but a sign of strength.
14. The harder you work at what you should be, the less you'll try to hide what you are.
15. Reading the Bible without meditating on it is like eating without chewing.
16. Work well done for Christ will receive a "well done" from Christ.
17. Don't complain over what the world is coming to; proclaim the One who is coming to the world.
18. We are not saved by good works, but for good works.
19. Spiritual victory comes only to those who are prepared for battle.
20. Apply yourself to the scriptures and the scriptures to yourself.
21. The Bible is not meant merely to inform, but to transform.
22. Grace is everything, but nothing to those who don't deserve anything.
23. Courage is not the absence of fear, but the mastery of fear.
24. If you keep in step with God, you'll be out of step with the world.
25. Salvation is so simple we can overlook it, so profound we can never comprehend it.

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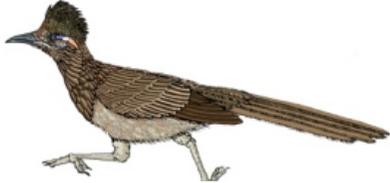


Be sure to visit our website at www.kairossoftexas.org. Our webmaster, Bill Darnall, has done an amazing job of putting this all together. The schedule and location for State Board meetings for 2014 are included here. We have a calendar showing when all the weekends will be held. Check your weekend - 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.



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