

KAIROS of TEXAS



3rd Quarter, July 9, 2011

8:30 AM – 3:30 PM

Hill Country Bible Church,
Austin, Texas

WWW.KAIROSTEXAS.ORG
WWW.KAIROSPRISONMINISTRY.ORG

Chairperson: **Bill Salser**

Vice Chairperson: **Jim**

Secretary: **Tom Perdue/Sub: Audrey**

AC's in attendance by Region: *TAKEN FROM ROLL CALL* at 9:00am (those present shown by ✓, not present shown by ✗).

NORTH: ✓ Allred, ✓ Beto, ✓ Boyd, ✓ Coffield, ✓ Estes, ✓ Hutchins, ✓ KO North Texas, ✓ KO Wichita Falls, ✓ Michael.

SOUTH: ✓ Briscoe, ✓ Connally, ✓ KO Corpus Christi, ✓ KO San Antonio, ✓ McConnell, ✓ Segovia, ✗ Stevenson, ✓ Torres.

EAST: ✓ Clemens, ✓ Darrington, ✓ Hightower, ✓ Huntsville, ✓ KO Houston, ✓ Polunsky, ✗ Stiles, ✓ Vance.

WEST: ✓ Daniel, ✓ KO Lubbock, ✓ KO Midland, ✓ Lynaugh, ✓ Montford, ✓ Robertson, ✓ Smith, ✓ Wallace.

CENTRAL: ✗ Bartlett, ✗ Eastham, ✗ Ferguson, ✓ Hobby, ✓ Hughes, ✗ Lockhart, ✓ Mountain View, ✓ Murray, ✓ KOCT

PANHANDLE: ✓ Clements, ✓ Dalhart, ✓ Jordan, ✓ KO Amarillo, ✓ Neal, ✗ Roach, ✓ Rudd, ✓ Torch.

Kairos Officers in attendance: Texas State Officers: ✓ Chair: **Bill Salser**, ✓ Past Chair: **Louis Esquivel**, ✓ Vice Chair: **Jim Irwin**, ✗ Secretary: **Tom Perdue**, ✓ Financial Secretary: **Bob Cole**, ✓ Treasurer: **Robert Robinson**.

Kairos International Board Reps: ✓ **John Kennell**, ✓ **Julie Cole**, ✓ **Ed Davis**, ✓ **David Ross**, Rep. at Large: ✓ **Larry "Buck" Rogers**, ✓ **Mike Stumbaugh**.

Kairos Outside Officers: ✓ KO Chair: **Julie Cole**, ✗ KO Chair Elect: **Linda Neeley**, ✓ KO Secretary: **Carole Venhaus**, ✓ KO Int'l Rep.: **Kim Roubison**.

✗ TDCJ Liaison: **Chaplain Bill Pierce**.

✓ Torch Rep.: **Dean Cooke**.

Committee Chairs: ✓ Agape Chair: **Jaime Gonzales**, ✓ Advisory Council Chair: **Jim Irwin**, ✓ Communication Chair: **Tom Perdue**, Data Chair: **TBD**, ✓ Newsletter Coord: **Bettye Keefer**, ✓ Registrar: **Julie Cole**, Records & Archives Coord: **TBD**, ✓ Website Coord: **Bettye Keefer**, ✗ Webservant: **Bill Darnell**, ✓ Compliance/Program Training Chair: **John Estes**, ✓ Clergy: **Tom Damrow**, ✓ Excellence Init. Chair: **Walt Canady**, ✓ Financial Chair: **Bob Cole**, ✓ Food Control Chair: **Glenda Robinson**, ✗ Fund Raising/Sponsorship Chair: **Reb Bacchus**, ✓ International; Rep: **Ed Davis**, ✓ Music Chair: **Dale Mayer**, ✓ New Starts Chair: **David Savage**, ✓ Outreach Chair: **Michael Hill**, ✓ AKT Coord: **Mike Stumbaugh**, ✓ Regional Coord. Chair: **Rex Mason**, ✓ Trailer Coord. Chair: **Bob Crane**.

MINUTES:

CALL TO ORDER: Gather for fellowship and refreshments 8:30 – 8:45 a.m./Praise and Worship 8:45 – 9:00 a.m.

Praise & Worship led by:

Scott Van Pelt

Opening Prayer by:

Buck Rogers

ROLL CALL was taken by **Audrey**; she asked for all Reps to make any changes necessary to their AC's portion of the Master List and turn in to **Julie Cole**. 2nd Quarter MINUTE APPROVAL was Motioned by **Tom Venhaus**, seconded by **Michael Hill**, all were in favor, none were opposed; so moved and approved.

STATE CHAIRPERSON:

Bill Salser

Opening comments: **Bill** addresses the State Chapter committee with an open invitation to any one in our Kairos Community who would like to attend the KOT State Meetings, please be our guest for the October meeting. He recognizes and introduces two of our guests today; Mike Springer – Chairman of the Board - KPMI Foundation and Ed Keefer – Chairman of the Board - KPMI, Inc. We are all KPMI; they are part of us and we are part of them. Today we will address communication. There are several areas of communication that we need to listen to and think about. Jaime has set up tables outside with agape, please visit the tables, sign agape and show KOT's support to all of our Units. Mike Stumbaugh will speak later today in regards to a letter by Jim Key who Chairs the Program Committee; requesting our input to changes to the Red Manual, to Ezra, to AKT, to all the program. This is our opportunity to address our concerns to KPMI's "Manual" development. A couple of years ago Ed Keefer sent out a letter requesting our input for the new Manual ("Red"). He received back a total of 5 responses. We all had the opportunity to make comments and we didn't. Mike will also talk about AKT coming up in Granbury in November. Bill had the opportunity to attend AKT in Huntsville in June and he was extremely impressed. Much has changed since he attended 5 years ago. The logic behind the program was addressed which he found very valuable and helped him understand why we do what we do. Anyone on the AC can attend; it's not just for upcoming leaders. It is Bill's belief that we are a community of hope, through the foundation of the Kairos Program. We all go into a Weekend with anticipation of what God's work in the lives of those

men. We see they walk in blank/dead; they walk out of there with hope and a changed personality over 3 or 4 days. There is no other mission that has the opportunity of seeing that dramatic a change. This is through the Kairos Program and we are blessed with this opportunity and we are KPMI and Jim Key is asking for our input. We have the opportunity to provide feedback to improve the Kairos Program. You may have a key to the puzzle that would have a tremendous impact on the community. However, if you institute these ideas into your Weekend without authorization, it's a violation of our program. We make a commitment we are going to abide by Kairos. I want to expand our awareness of the formal communications tools at our disposal; the AC, and letters from the AC, to KOT and to KMPI. We channel that information to and from KPMI. We have informal tools such as phone conversation and we talk frequently to each other. We have the Master List so we can be in contact with each other. We have the Website, Newsletter, Master List, we have emails which most seem to prefer and we have conference calls. We have training tools; if you want training let us know. We have active committees, we have fund raising committees. Evidently everyone is rich because the fundraising committee hasn't been getting any calls. The Outreach Committee has gotten one call so everyone else must be doing great with their outreach. Let me point out we have tools that we need to take advantage of. We are all volunteers and we do get overwhelmed. Most everyone in this room is probably wearing several different hats. You're volunteers, raising a family, involved at your church, a number of things. You are the 20% of the 80/20 rule. You do get stretched and we are aware of that. We compliment your efforts.

SPECIAL GUEST SPEAKER-KOT KO Int'l Rep:

Kim Roubison

I am the least likely person to stand up here and present Kairos Outside. I've never been a guest, never been a leader and I've never had anyone directly incarcerated. I've had several friends who've been incarcerated. I think what makes me such a passionate voice for the women of incarceration is that for the most part they are victims and in general they live incarcerated along with their loved ones. I haven't always been that voice for the defeated, there was a time when I was that victim. Domestic violence was a way of life and 30 years ago, I was also a victim. With God's help, along with Emmaus, Kairos and then Kairos Outside I have been delivered from the prison that abuse encircles. Emmaus was a spiritual enlightenment of a severely wounded woman doing the best she could to serve her God. Those wounds that could not heal, that always seeped, and on occasion ached; silently isolated in mind, and in spirit from a world that could not understand. High Sky Emmaus Women's Walk #48 was where I learned how to forgive myself of poor choices and wrong decisions that I was not forced to make. It was a beginning. Kairos Smith Unit #1 held a special interest because at that closing were men that held a remarkable resemblances to my son, and other sons of friends in our small community. My heart literally, instantly, change from "they deserved it" to what can I do to serve. Then Kairos Outside came to West TX. No matter where or at what table I sat; the battered and abused would sit where I was. God was just beginning to show me what this ministry is all about; several weekends and several difficult, painful talks, unveiling hidden wounds that needed voicing before they could ever begin to start the healing process. During these weekends the same pattern evolved over and over again. The common thread of abuse ran between each of the guests of each weekend and me. Each of them was a victim of Domestic violence, physical abuse, mental abuse, or spiritual abuse. All were in a prison that they and their circumstances had encased in them. We were of the same mindset; we were of the same pain. I have laid all this out so that with healed wounds, and a joyful heart I can be an advocate for the victims. Our Kairos Outside guests are in such a place that I have described. For the most part they have been lied to, cheated on, stolen from, hopeless, given up on, struggled to keep food on the table at the expense of time with their children and some have even had to move back to their parents' house. For most women they are alone and ashamed. For them the tears really never stop. Money is scarce and even the most frugal can't afford the gas to get to a FREE weekend. Kairos Outside weekend starts on Friday night and goes until around 3pm Sunday. We give them the best of everything. Our weekends vary from Unit to Unit on the where's and what's like food and locations. We give our guests life talks, encouragement, agape, flowers, and especially a PATH choice. We don't condemn, we listen. We assure them over and over again that they are not alone nor will they be alone any longer if they choose not to be. Our KO guests discover that they are not the only women in the world with the same issues, same abuses and same hopelessness. WE give our guests a safe place to communicate with others with the same fears, hurts, and wounded hearts. Financially our women struggle with money daily. As Kairos Outside grows and deepens the guests become leaders, the leaders become Advisory Council, then State Reps. But the money issues never seem to be left far behind. Education and good jobs for the most part seem to elude us. KO spends a great deal of time and energy to be self-supporting. Here are some examples: in Amarillo our women clean a stadium and collect pop cans. I don't know if any of you here have been to Amarillo lately, but they can have 110 degree, 50 mph winds and snow in the same 24 hours. With the wind comes the dirt. Just thinking about women and children doing that all day on a Saturday makes me want to write them a check. Other Units struggle with bake and garage sales, raffles, and pancake suppers because large donations just don't seem available. The cost of each weekend varies somewhere between \$7-\$10,000 and the fundraising is constantly ongoing. Jobs generally are the low earning kind and with that sometimes several to make an income, welfare, or living with relatives and then the

children are cared for by grandmother, or daycare or left to fend for themselves. Sometimes the woman loses her mother status being replaced by “Nana” and that is a whole other set of issues. Most of our guests have vintage cars. As KO Midland Treasurer I have seen and written checks for a page of lower economic hardship problems. In particular, as an example: KO pays for the gas and babysitting; 1 receipt I received had gas, \$75 from Abilene to Andrews (180) miles, I noticed 3 cans of motor oil. No cokes, no chips. So I asked her what the oil was for. She replied, “I had to put oil in the car 3 times to get here.” Needless to say KO paid for 7 cans of oil and we gave her leftover snacks to get her back to Abilene. I have to say, her car was so vintage, that old thing needed to retire. We take our Guests very, very seriously. We feel that they are gifts from God. Each guest contact sends 3-5 cards and makes as many phone calls that are necessary to bridge a gap to the unknown. But maybe we need to do more. Perhaps the contact should take them out to lunch for a different approach to make a connection and build trust, but most often the finances just aren’t available. We ask our Guests to come to free weekend to be with people they don’t know and then they have the choice to leave at any time during the event. We do not have a captive audience. At this point maybe you have wondered why I have given you me. The scenarios and patterns are typical over and over, year after year. The same issues the hurts and the pain. Women who are ashamed, and wounded, a huge section of population of the world who has kindred spirits, and that are isolated in prisons within their dwelling place. I just pondered the effect Kairos Outside would have if we had the financial support to touch even ¼ of women of the incarcerated; how about ½, or best yet all of the women who have the brand of incarceration stamped on their foreheads. Perhaps that is how the next generation of incarcerated youth could be arrested, slowed down, or even completely stopped. God has given me a vision for the KO woman. Total freedom in Christ and totally restored so that they also can be the hands and feet Christ needs all of us to be. And finally; I hope you may have been able to see the real life struggles the women of Kairos Outside face and with God’s help overcome many of those issues. But for me I think the issue that will probably be the constant for me, is trust. After Emmaus, Kairos and Kairos Outside consistently in my life for 17 years, I still wrestle with trust. I think maybe most victims have that difficulty, and then add to that, the requesting of financial help. When I and another KO volunteer went to a church to present KO there was an 83 year old woman who approached us in tears. She had been an intercessor at her church for years. She informed us; for all the years she had been in prayer for others; no one in her church knew she had a loved one incarcerated. We knew we were on the right track, just for her. When KO volunteers travel to give a 5 minute talk in any given Prison Unit, at the very least, needs help with mileage, a sandwich, or even a drink of water should be given to those women. Whether we drive 10 miles or 300 miles, the journey is difficult especially those in difficult places or those who are walking their own paths, and struggling to be whole, while holding tightly to the hand of Christ. We need Kairos. We need our Volunteers to help Kairos Outside at every aspect of our journey at doing our best to be the hands and feet that God has called KO women to be. We need Kairos to be the hands and feet for Kairos Outside. I am Kim Roubison, a Kairos Outside woman from Andrews Texas, proud to be part of KO Midland.

SPECIAL GUEST SPEAKER – Murray AC Chair:

Angela Johnson

Angela compliments Kim’s inspiring KO presentation; she had no idea of the KO struggles and is here addressing another women’s issue. Angela suggests for the KOT State Committee Member’s address these issues among their councils and come forth with financial assistance. We all should be supporting KO and the Women should not be worried about money! Angela is here today to bring awareness; Murray #13’s first team meeting had 17 volunteers to show up and no men for the support team. There are barely enough women to pull off a Weekend let alone have any men to support us. Hence, we cannot serve a full 42 participants on our Weekends. In our region (Central) we have volunteers who we share among Hughes and there are men there with women but the return ratio is not balanced. Murray receives 800 I-60’s dropped for a Weekend so we really want to serve 42, but we barely pull in the women and no men. If we had men on the support team then we could use all our women to serve inside. Our issue is men, we need men on our team, we need to know how to get those men. I came here to ask; “how do I get men on our team?” I am asking for help! It is suggested to have this need addressed at our KI Men’s team meetings. When this issue was brought to the attention at the Hutchins #11 KI Men’s team meeting, where 28 women were on the support team; the team leader, Driskoll Tubbs, stepped up to serve on the KI Women’s support team. Angela recognizes how stretched all the volunteers are, here today, but has a point to make. The women in the prisons who are married are likely married to the men in the prisons. If we want the men to step up as spiritual leaders in their households, we need the women to understand, the men need to be the spiritual leaders. It was asked if this is a topic of discussion on the regional conference calls and they are but Murray is relatively new and the deficit of men to serve on the women’s KI is just being brought to light. Angela gives facts: in the 1930’s there were approximately 750 offenders in Texas. When serving on Hilltop several years ago; there were 750 women in that prison alone and there are 12 prisons in the city with only one men’s prison. On Murray #12, the unit would only allow us 3 offender servants; therefore, we had to supply more female volunteers to serve, inside, away from the tables, otherwise we could have had more tables than we did but we were serving medium custody women only and we were not

allowed to pull in as many offender servants as we desired. For Murray #13, we have cancelled for the scheduled Fall date and moved to the Spring 2012. Angela, herself, got on the phone and called to recruit volunteers. We have had many new team members but those new to Murray were already serving in other communities. Hence, they could not come back for the Fall because they were supporting the men's KI. Angela was asked how many outreach presentations have been given for the Fall Weekend. Audrey from Murray has given 3 in the past month, Angela's given 3 or 4 and everyone at Angela's church runs from her because all she does is talk about Kairos. We've recruited volunteers from our presentations but some don't seem to return. Murray is taking a Weekend off because of lack of volunteers and because there are some volunteers who have never taken a Weekend off in the past 12 events. This will give them a break. We will take a Weekend off and hit some area churches for presentations. Angela has a plan for Murray's outreach

TDCJ CHAPLAINCY LIAISON:

Bill Pierce

Bill was not in attendance at this meeting.

FINANCIAL SECRETARY:

Bob Cole

Bob distributed a report with Profit & Loss (P & L) and the Balance Sheet. Bob comments on the total income increase of 26% (Churches up 95K from 70K, Friends of Kairos up 69K from 38K) in the "same sales" comparison of 1st Quarter 2011 (358K) to 1st Quarter 2010 (284K). Contributions are up. Next he compares expenses that have increased by 44% from 207K to 298K. That's just for the 1st Quarter. Bob considers the apprehension of the FS's when the funds don't roll in until the Weekend actually occurs. He encourages us to bring in our donations early in team formation. The Int'l Affiliation Fee Bob sent to KPMI including the \$60 audit fee per Weekend amounted to \$53,620. KOT sends about \$140K annually to KPMI. Earlier in April there were 10 units that conducted on site audits and Texas is complete. We have not received the results as there are other Chapters still conducting audits. There will not be audit results for Texas only because the results are based on a ministry wide audit. There was a misprint in the handout Bob distributed; for those that wish to have the handout, with the correct date of March 31st, should include their email address on the back of their travel voucher when they turn it in and Bob will email it to you. Bob provides the KOT balance as of March 31st which is \$608,553 compared to \$552,138 a year ago; about a 10% increase. In Texas we are more in need of volunteers than we are money; there are some AC's with \$38K and some with \$2K depending on when they had their Weekend. There is always a correlation of more volunteers; more money but we need to be recruiting more volunteers. There are some volunteers who have served 12 and 13 in a row and we are supposed to take one off after every two; we tend to burn out. The result of this is that Communities are dropping down to one Weekend and that cuts funds directed to the state chapter. The up side is that there are more churches providing funds directly to KOT. This pays for cost of travel and expense for all executive committee members to attend required functions, which is high, especially to New Hampshire this year. The KPMI merchandise is not accessed the 15%. This includes name tags, program manuals, etc. (**This does not include merchandise communities acquire from an external source to be sold to the general public as a fund raiser.) A gift in kind to KO is explained; this is money a Kairos community wishes to contribute to another Kairos (KO) community that would exclude an additional tithe assessed to the already assessed donation. Bob encourages the area KI Communities to help financially support their regional KO Communities. Do not send money from your local Kairos bank account, directly to KO, to be processed through their Kairos bank account. But rather pay an expense for the KO Community or provide to KOT so it can be channeled without assessing the Int'l Affiliation Fee twice. Also, a gift in kind to the ministry is when a donor does not provide a cash donation but rather makes a purchase and donates the merchandise or makes payment to a bill or expense and this kind of donation is not assessed the 15% Int'l Affiliation Fee. Bob directs a question from a state committee member to: Ed Keefer – Chairman of the KPMI Board. When will the 2010 audit results be available? Ed expects the results any day and when they are posted; they will be available to all regardless if it is a qualified or unqualified. KPMI desires to pass an "unqualified" audit. As one of the CPA firm's auditors explained to Audrey during the "on-site" audit of the Estes AC; a "Qualified Opinion" report is issued when the auditor encounters one of two types of situations which **do not** comply with generally accepted accounting principles. That is: if there are issues during the audit that "qualifies" the auditor's opinion as unacceptable, this is not a desirable result. Therefore, if there are no issues to qualify the opinion as unacceptable, then the audit becomes "unqualified" and KPMI receives a "passing" or "unqualified" audit. This is the desire of KPMI. This may sound transposed or reversed in its meaning but it's not. Ed Keefer – KPMI Board Chairman relays to us, we are expecting a preliminary report of the 2010 audit any day and regardless of the results, it will be available to us all.

STATE TREASURER:

Robert Robinson

Robert reports there is only one AC remaining without their signature card updated with proper signature authority. Room reservations emailed to Robert will get a reply. If you don't get a reply from Robert please check again. Any cancellations should immediately be addressed to Robert. He is trying to be a good steward of the KOT funds and has not had any complaints regarding roommates; so far, so good! Six weeks prior to the next state meeting, about the first of September, Julie will send notice to reserve rooms and three weeks out the list will be compiled. We can cancel after that

but the hotel would like to have notice of rooms reserved within two weeks of scheduled date. If you are bringing your spouse let Robert know and if you're not, let him know. Robert will provide a mobile phone #, which he did not this last time, but even up until Friday he can take cancellations; please let him know.

STATE VICE-CHAIRPERSON:

Jim Irwin

Jim reports on the AC's minutes that he receives. He has the list of the periodic reports that the AC's can use as a guideline to send in their required reports to KOT and vice versa. Jim received about 20 AC's minutes out of 47 KOT Communities. There are 27 missing and he sent emails of which he received responses from 7. Then he sent a second email out and got the list down to 15. He started making phone calls and got the list down to 2. It is so frustrating when you ask and make phone calls and people just don't respond. It's important to be faithful in the little things as well as what we donate in our time. Jim demonstrates the www.kairostexas.org Website "links & downloads", on the left hand side "Kairos Texas Downloads" you can click on "periodic reports". Jim describes & covers the periodic report. There is a wealth of information on the KOT Website; please use it! Jim covers the petition that was provided to us from an Austin Law Firm, pro bono, appealing the State Comptroller's denial of exempting us from hotel tax. He will keep us posted on the result.

KAIROS OUTSIDE:

Julie Cole

Julie reports on the Kairos Outside sub-committee that meets the night before this meeting. All 8 KO Communities were represented. The 8 are: Amarillo, Corpus Christi, Houston, Lubbock, Midland, North Texas, San Antonio & Wichita Falls. They all give a report on what is going on in their area. We talked about the EI. We did get a variance regarding using an outside volunteer to review our Weekends and we voted to do this for every one of our Weekends. We don't want to be observed internally. We won't learn as much from each other. The KO State Sub-Chapter voted to continue sending outside observers/reviewers to all KO weekends. After much discussion, it was unanimously decided that the benefits of an outside person coming in to the weekend were numerous. I certainly congratulate all communities on making this decision – it speaks highly of their desire to put on a weekend that fulfills the purpose and goals of Kairos Outside. We had a report from Leah Harbison who is the State Rep from KO Central Texas which was approved last April for their Ad Hoc Committee as they are in the beginning stages of New Start. The most exciting topic was the KOT – KO Website. We are working very diligently on a Kairos Outside Texas website. We haven't had one but we're going to and we were in agreement with our preliminary draft. Hopefully within the next few months, it will be ready and will provide necessary information to Kairos volunteers and potential guests. On April 30, 2011 there was a KO Midland and a KI Lynaugh Weekend Event occurring at the same time. There was a resident participating in the Forgiveness Service on Lynaugh #25 while his wife was participating in the Forgiveness Service on KO Midland #23. The locations are 2 hours apart. This was a most special time for the both of them to experience their 4-Day Weekends at the same time in such close proximity. They both know the other was attending and both locations were bathed in prayer for each other. You can just imagine the spiritual conversation between the two when they have the opportunity to visit with each other. This was truly God's Special Time for this family. There is always more support for the incarcerated men than the incarcerated women when you experience the visitation rooms during visitation time. It's just a fact and so we should be mindful of the lack of support the women receive and intentionally make more effort to support our women's ministries; KI and KO.

KAIROS TORCH:

Dean Cook

Dean reports Kairos Int'l is pushing to re-start the Torch ministry in Texas. The goal is to get 2 or 3 units up and going by next year. There was a Torch ministry in 2005 and upcoming leaders got side tracked and the ministry temporarily disbanded. Dean met on the 29th with about 12 others, previously involved in Torch. There is an interim board with 2 couples in line for the next 2 Weekends. Torch is different and works well when there are couples working together. There is prayer & share every week and mentors; which is difficult because of the extensive background checks conducted on the volunteers working with youth. It's a commitment. We are called to be the hands and feet of our Lord. Those called to work with the kids can use prayers upon them. We live in a fallen world. There are kids at risk from Christian homes, broken homes and some from no homes at all. This is the last chance before the kids themselves end up in prison. We can plant seeds early. There is interest among those in Dallas to bring Torch; those interested should let Dean know. There have been 54 potential sites for Torch all around Texas identified in Amarillo, Odessa, Dallas, Houston, all along the corridor between San Antonio and Waco. We don't want to overlap the Torch Program with Emmaus' Epiphany. of those serving in Epiphany are Kairos volunteers. It's a blessing for the married couples to serve in the youth at risk ministries.

IC REP for VOLUNTEER AND GUEST RECRUITING

David Ross

David reports how in the past we have heard about finance. Our next frontier we will get ready to cross is recruiting. It is every bit as important as financial compliance. They tie very closely together, they go hand in hand. We will hear more

about it a bit later in regards to KOT Outreach. David is honored to represent KOT on the IC. Texas is not only well represented among KPMI; it is by far the most represented State Chapter in the ministry. The Chairman of the Board for KPMI is from Texas. The Chairman of the Board for the Kairos Charitable Foundation is from Texas. Texas has 6 members on the IC; 4 are elected and 2 are At-Large. There are several others that serve at the Committee level on the IC. Please let us hear your voice so we can represent you effectively.

IC REP for PERFORMANCE EVALUATION COMMITTEE

Ed Davis

Ed reports (he is the secretary for the IC Committee) that we intend for information to flow up not just down; a two way street. We get an earful at state meetings and carry the info to KPMI meetings where changes can take place. We got a good idea at Mike's committee meeting today about how we can gather ideas from all of you and funnel it to the proper KPMI institution. The Performance Evaluation Committee can recommend changes to the Manual as experience dictates. The committee meets frequently, via teleconference and soon will meet at the Summer Conference which is open to anyone! There are workshops and training sessions there for interested Kairos servants. Please feel free to attend. John and Ed will be evaluating the data collected from the new Evaluation Instrument (EI) and see what it is telling us about where changes may be necessary? Previously we have been data poor, but now we have a valuable data collection instrument to measure degree of program compliance and won't be relying on just our personal opinions and feeling. Any of you, who will be upcoming leaders, download the EI, take a look at it and see how it teaches the weekend structure, the flow of the weekend and the component parts. Each section is coded to the manual. The EI is an educational tool and guide for team leaders and team members.

IC REP for LONG RANGE PLANNING COMMITTEE

Buck Rodgers

Buck reports on the #1 priority of the top 10; a successful financial audit. KPMI has been working hard on the marketing with the TBN Broadcast to 2 million viewers. The audit is critical for corporate donors. Communication is next most important; including the means of social networking. Third most important is recruiting. Closings are a source of recruiting. Rudd has been recruiting the young adults, college students and it's been good. Please submit your ideas to me, we are looking forward to the Summer Conference.

IC REP for PROGRAM EXCELLENCE INITIATIVE COMMITTEE

John Kennell

John reports that all EI documents, KI, KO & KT are on the KPMI Website. There is a link from KOT directly to the Website. John is the Chair of the Excellence Initiative (EI) Programs Committee on the IC. He recommends we look at the EI Checklist; there is a procedures part on how the checklist is conducted and the reason behind the checklist, and the implementation plan. This was approved at the last Winter Conference. The implementation plan will be used to get the EI run for all three KPMI Programs.

IC REP for MINISTRY COORDINATION COMMITTEE

Mike Stumbaugh

Mike reports the KI component of this committee is "Chaired" by Jim Key from Oklahoma. He recently requested from each State Chapter Chair, recommendations for improving the KI program. We are looking for the areas the manual can be tweaked. Almost universally there are volunteers who are unhappy with the required 44 volunteers inside; the one on one hosting. Please take back to your AC Chairs and have them disseminate this info among your communities; that Jim is in need of feedback to improve the program. He needs this by July 15th but will probably be collecting this until the Int'l Conference which begins August 2nd.

ADVANCED KAIROS TRAINING REPORT:

Mike Stumbaugh

Mike reports on the last remaining training in Texas for 2011. AKT is NOT just for upcoming leaders but for every Ad Council Member & Kairos volunteer. Currently there are 4 KI attendees and 2 KO attendees registered and if there are not enough applicants, the training may be canceled. Info is posted on www.mykairos.org Website.

The Texas 2011 AKT Schedule: remaining for this year: Joint Kairos Inside and Kairos Outside; November 11 – 13, 2011; GRANBURY, TX Location: Camp Crucis, 2875 Camp Crucis Ct., Granbury, TX 76048. Cost: \$225.00 per person. Commuter: \$165.00. Fee includes two nights lodging (Friday and Saturday), all training materials and meals. **FOR ALL AKT sessions in Texas, Contact: Mike Stumbaugh, mstumbaugh@sbcglobal.net or 817-247-5403** (cell), for application and additional information. Checks should be made payable to **KPMI – Texas**. **It should be noted that a check from the Advisory Council is the preferred method of payment.** Note: Attendees need to bring personal items only.

AGAPE COMMITTEE

Jaime Gonzales

Jaime reports on the committee's meeting. At the last State Chapter Committee meeting, Jaime's list was down to only 4 AC's who were not in compliance with sending in their agape. At this time it has grown to 14. Jaime has made contact with the AC Chair's and expressed his concerns by copying the Agape Coordinators on the AC. He received 3 replies from the 14 he sent. There were 3 AC's with Weekend Event's in the lurch. Jaime's discussion with Bill Salser resulted in; if an AC doesn't send in required agape, they are "fined" by not having agape shipped for their Weekend. However, this is not what Jaime wants to do so he continued to reach out to the AC's to determine what the problem is and continued to build their packets and send theirs in. Now, his list of 14 is down to 8. The committee meeting this morning

was about answering the question; what does Jaime do? Jaime believes it is not difficult to bring agape to a meeting leave it out where it can be signed and that is what happened this morning outside this room. Jaime brought the blank agape templates and everyone at this meeting contributed and they got filled up and signed. The committee conveyed to Jaime; it's called communication. Those AC's lacking in their required agape to the state just doesn't know what they're supposed to do! So Jaime has been going back to those AC's and sending them the links of instructions and agape guidelines. The www.kairostexas.org sends you to www.mykairos.org where you can find the guidelines. Please send the supply that will meet the need; enough for every Weekend he must supply. There are posters in the back for you to take with you. This will cut costs of shipping. What needs to be mailed in to Jaime are the 8.5 x 11 pieces of agape. This form of agape can be signed by volunteers on the AC or team or community as well as offenders, if possible. The message that is to be conveyed is; here are a bunch of people praying for you that you don't even know. Go to www.mykairos.org and in the nav bar is a link to "agape and prayer requests" that you can register your weekend. Please provide address and date 6 months in advance so you will receive agape. Those in England, Africa, Ireland, all over the country will send you agape. Please provide your AC's agape coordinator with the agape guidelines from www.kairostexas.org under "want to help?" then so I can supply your Weekends with 60-80 pieces of agape or as much as I can.

WEBSITE COORDINATOR & NEWLETTER EDITOR:

Bettye Keefer

Be sure to visit our website at www.kairostexas.org. Our webmaster, Bill Darnell, has done an amazing job of putting this all together. The new schedule and location for State Board meetings for 2011 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 newsletter. 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 or add anything.

REGIONAL CONCEPTS COMMITTEE

Rex Mason

Rex reports on the regional calls that have been going extremely well. Sometimes there is no representation from an AC or we might have 3 AC's represented or we might have a representative from every AC in the region. There will be a schedule going out for the 3rd Quarter Regional calls in the next few days, so be on the lookout for it. Any volunteer is welcome to attend any of the calls. There is a great deal of information relayed on the calls and don't be surprised if there is a representative from another state. We are looking into having the calls recorded so they can be transcribed.

COMMUNICATIONS COMMITTEE

Tom Perdue

Johanna Pelham-sub for Tom reports regarding communication and recruiting go hand in hand. Rex is looking into the conference calls being recorded; there is a cost. We are looking into a transcriptionist to have the minutes communicated more expediently. Johanna describes the need for the regional concept. We are a state chapter with more AC's than any other, therefore we have a need for more communication than any other and we can do this by breaking down into smaller group communities; from State Chapter to Regions to AC's. Several years ago there was a mentality of the AC's keeping to themselves; not letting the communication flow in or out, and over time this influence has changed dramatically. KPMI is our ally not our enemy. Johanna is honored to be a part of this change. There may be AC's that feel they are better suited for another region than the one they have been assigned to. Please let your issues be known. If you are not getting emails regarding the scheduling of the regional conference calls please let Rex know. Make sure your AC's contact info in the KOT Master List is kept up to date. You are not restricted to the regional group of the calls. You can join in other regions calls.

FOOD CONTROL COMMITTEE

Glenda Robinson

Glenda suggests having every AC with one or two support team members complete the Texas Food Handlers Certification. There are several Websites that offer this for as little as \$10. There is www.learnertoserve.com or Texas Food Establishment Rules & www.360training.com. If any of your volunteers on your AC get this certification please email it to me so we will know which AC's have certifications. If you are allowed to transport foods in via Hot Boxes please look to www.cambro.com.

FUND RAISING COMMITTEE

Reb Bacchus

Reb is not present at this meeting.

TRAILER COMMITTEE

Bob Crane

Bob gives thanks to all the AC's responses when he requests their trailer driver's proof of insurance. The topic of discussion during the committee meeting was replacing trailers as they age. Bob doesn't know the age or condition of the

trailer but this should be a topic of discussion among the ACs and among the regions if the trailer is shared. Bob will be sending out a request for inspection of the trailers and the titles. Bob wants a complete list for every trailer used by Kairos. On our Financial Reports there is a line item for trailers & assets. Bob is continually looking for better alternatives to providing Kairos with up to date information on necessary insurance for our driver's pulling trailers. Insurance in Texas is deregulated so it's a free for all which is why he feels it's necessary to have an accurate list of all Kairos trailers.

OUTREACH COMMITTEE

Michael Hill

Michael reports on the lively committee meeting they had. He informs us he and the committee did not reinvent the wheel this morning, either did anyone before him or will anyone after him. They did discuss the many roads the wheel has not traveled down. Scripture tells us we should not be prideful in ourselves but he will ask the Lord for a bit of variance in stating the fact he is a Texan and "we do drive the Kairos bus". Michael asks the State Committee; "who here comes from the 4th Day experience of "Tres Dia" and no one raises their hand. Then he asks; "who here comes from the Via de Christo" and no one raises their hand. Then he asks "who comes from Cursillo" and there were 5. When he asks who comes from "Walk to Emmaus" nearly everyone in the room raises their hand. Michael asks the EC if it's possible to hold an "Outreach Workshop" in October at the next State Meeting and they agree so he encourages for all the AC's; KO, KI and KT included to have a representative here in October. Michael intends to cover many of the various roads the wheel has not traveled. He and David Ross discussed the possibilities of recruitment. The recruiting efforts should cross all racial barriers! Driskoll turned over a lead to Michael; the card of a gentleman who heads up the Hispanic Via De Christo. There are many opportunities out there. In Matthew, Michael reminds us that it doesn't say only the priest and pastors are to carry the Word out to the 4 corners; WE DO! One this we can stop doing is breaking the mental attitude that only the leader has to recruit. Recruitment is carrying the Word of Christ by everyone to everyone. It is all of our responsibilities. If your AC does not have an Outreach Coordinator, you will need to identify someone from now until October. Michael knows he is speaking to the choir right now but it kills him to hear everyone speak about their struggles with recruiting when there are so many avenues untouched. Even to those non-Faith based service organizations; Lions Clubs, Rotary Clubs, Michael will ask them: "do you want people shopping at your store or braking into your store". The voice vote is put to the State Committee for the Outreach Workshop in October: Driskoll (Hutchins) motions; Scott (Wallace) seconds; all were in favor, a jokingly one was opposed just for the laugh! So moved and approved for the October 2011 State Meeting Outreach Workshop. The Outreach position is a mandatory position on the AC; everyone should have a representative. Since this idea just came up this morning, the packet that will be distributed in October is still under construction. Michael has heard too many people answer to the fact "nobody asked me" when referring to their involvement. Michael also has had some of the wind taken out of his sails with the near death of his father and then his best friend, Jon McRaney, unexpected passed away at the age of 50. He was one of the 20% with 14 irons in the fire; Board President at His Church, leading groups of adult children with alcoholic parents, etc. He finally attended a closing at Hutchins and since became involved in the last 3 Hutchins Weekends. NEVER pass up the opportunity to talk about Kairos! There were early Christians like Paul and Silas, Barnabas and Pricilla and Dorcus, these men & women knocked on doors and went out and told the message of Christ. If you're sitting at home waiting for the mountain to come to you, it's not going to happen! Bill Salser challenges everyone here to recruit one person before the end of the year. It was also brought up by Scott Van Pelt the fact that so many volunteer for one Weekend and don't come back and we should all be mentoring the new volunteers. Scott was mentored by Harry Tate and is here today because of the special interest that was taken with him.

NEW STARTS COMMITTEE

David Savage

David reports on this committee who met with Lockhart Men. We are currently in Lockhart Women but this Unit also houses men. New Starts committee approved the Lockhart Men's Ad Hoc today. They are planning #1 in March if the Ad Hoc can get the upcoming leader to AKT and so forth; otherwise their #1 Weekend will be Fall 2012. They will meet again with New Starts in October at the next State Meeting and report on their progress. KOCT reported on their progress and everything is going well.

COMPLIANCE/PROGRAM TRAINING COMMITTEE

John Estes

John reports of great improvements regarding compliance. Now, reports that we ask for in January are beginning to roll in this summer. John refers to the periodic reports, please use them and adhere to them. He recommends having one third of your AC attend AKT or have an AKT come to your AC. AKT is changing so much. It's a good idea if we keep ourselves current. AKT is recommended in the red manual 12 to 24 months out of your leadership Weekend and the KOT periodic reports recommends 4 to 18 months out. If the 6 to 18 months out is more restrictive then we're in better shape. John mentions the \$500 fine for late financial reporting but there is also a 1 year suspension. The point is to never to use it!

FINANCIAL COMMITTEE

Bob Cole

Bob gives his report in his Financial Secretary Report.

MUSIC COMMITTEE:

Dale Meyer

Dale is not present at this meeting.

Old Business – at the January meeting we asked for a variance in the program regarding team size and number of table families for up to a year; until July of next year. We also asked for a variance on the number of Kairos grads that could participate on the Weekends as servants; not to exceed 20 servants per day. We also asked for a person from another unit to be a reviewer in the excellence initiative program in addition to the existing advisor. We were granted our requests from KPMI on all 3 variances. We are expected to continue and increase our recruiting efforts as our requests have been granted. Recruiting is the most critical single issue we face. There is a formal process for change in the Kairos Programs.

New Business – during the Int'l Summer Conference (next month) there is a Memorial Service scheduled to honor Kairos Volunteers who have gone home to be with Our Father in Heaven during the past year. Also, there will be a small article in the Newsletter paying tribute to the loved one; as well as a Memorial Letter sent to the families of the bereaved. We need the names and families addresses sent to Bettye.Keefer@yahoo.com. Please send to Bettye by next week, July 15th.

Bill Rushing & KPMI is offering special training program for those who wish to have special training in the transition from the Blue Manual to the Red Manual. This is offered by IC members from within the state training people. There are to be two people assigned from each state to conduct the 3 hour training. Anyone interested please contact Bill Salser or Mike.

There will be a document released next week defining the role of the clergy who decide to become a leader. There will be a onetime variance to allow that clergy to become a leader to never serve as clergy again.

There's been discussion in the regional calls for more training on Ezra which is being addressed in AKT.

This meeting was adjourned at 3:30 pm. MEETING CLOSED WITH “SURELY THE PRESENCE”

NEXT MEETING: OCTOBER 8TH, 2011

SAME LOCATION as today's meeting:

HILL COUNTRY BIBLE CHURCH; 12124 RANCH ROAD 620 NORTH; AUSTIN, TX 78750

(Same accommodations for the hotel, Hampton Inn, Pecan Park Blvd)