

# KAIROS of TEXAS



1st Quarter, January 14<sup>th</sup>, 2012  
8:30 AM – 3:30 PM  
Hill Country Bible Church,  
Austin, Texas  
[WWW.KAIROSTEXAS.ORG](http://WWW.KAIROSTEXAS.ORG)  
[WWW.KAIROSPRISONMINISTRY.ORG](http://WWW.KAIROSPRISONMINISTRY.ORG)

Chairperson: **Bill Salser** Vice Chairperson: **Jim Irwin**

Secretary: **Tom Perdue**

AC's in attendance Grouped by Region: **TAKEN FROM ROLL CALL** at 9:15am

(those represented in attendance shown by ✓ for PRESENT, or NOT present shown by ✗).

**NORTH:** ✓ Allred, ✗Beto, ✓ Boyd, ✓ Coffield, ✓ Estes, ✓ Hutchins, ✓ KO East Texas, ✓ 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,  
✓ KO Central Texas.

**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: **Kim Roubison**, ✓ 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: **Jim Lodovic**.

## ***MINUTES:***

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

**OPENING PRAYER:**

**Tom Damrow**

**STATE CHAIRPERSON:**

**Bill Salser**

**Opening comments:** Bill addresses the State Chapter committee thanking everyone for attending and begins by handing out copies of the **KPMI STATE CHAPTER AGREEMENT**, for all of the **KOT** Executive members to sign in front of the body as well as copies being handed out to each region represented and signed by those in attendance representing their unit. Likewise each of the units are expected to sign their **UAC ANNUAL AFFILIATION AGREEMENTS**, signed and forwarded on to State Chair Bill Salser.

The Minutes from the Chapter meeting in October needed to be approved, a correction was made to show that Linda Neeley was present at the meeting, a motion was made and they were accepted as presented.

Roll Call was taken

**STATE CHAIRPERSON:**

**Bill Salser**

Our Modern History in **KOT** really begins with the leadership back in 2009. Under the direction of then **KOT Chair Ed Keefer** this committee recognized the lack of awareness of ministry guidelines and developed the **Accountability Standards** (<http://kairostexas.org/documents/KOTACCOUNTABILITYSTANDARDS2011.doc>) which condensed the key points of the **ACOP**, (<http://mykairos.org/docs/ac/acop.pdf>), the **SCCOP**, (<http://mykairos.org/docs/scc/sccop.pdf>) and the **Financial Policies and Practices** (<http://mykairos.org/docs/kpmi/fpp.pdf>) into three readable and understandable pages. In 2010 with the guidance of Louis Esquivel we took the **Accountability Standards** and instituted corrective measures to reach compliance in the form of the **Periodic Reports**, the latest version can always be found at the State website, (<http://kairostexas.org/index.html>), under the links and Downloads tab on the left hand side of the page or at this address at (<http://kairostexas.org/documents/KOTPeriodicReports2012.xls>) will be the latest version. The new **Periodic Reports** will be more user interactive, in the far right hand column if you click on the name of the State Officer to send the report to, you will get a comment box that will list their Position, Name, Email Address and at least one telephone number contact for them. (*Note this is in Microsoft Excel, if you print it out it will print five pages the first page will be the report you see on the screen the next four pages will be the contact information*).

The key point here in our development and maturing of the program, is that where we are here today had its foundations back in 2009. The vision of the State Chapter then was to design a plan of operation and activity to lead us this point and on into the future. What we are trying to develop in the maturing of this ministry is to have an ongoing process of developing our individual AC communities, our regional relationships, to develop new communities and increase our overall presence in the state. Our first real demonstration of State wide compliance was the Financial reporting through Donor and supporting activities via the 2009 audit. Louis also instituted the Regional concept of communication via our meeting table arrangement and the Regional Conference calls. In 2011 has been a year of extreme successes. We have had full and timely compliance with the Financial Reporting. We have a program in the State of Texas for the Financial Secretaries at the AC level that is better than many of the other states at their state level. Also in 2011 Evaluation of the Weekend ministry process via the Excellence Initiative Checklists. During the spring run we had 21 units report in, of the 41 units in the state, now at first glance that doesn't sound that good, a little more than half of the units reports turned in by the total ministry in the state of Texas. But when you consider nationwide the number of reports would have been 354 reports, out of the whole national ministry there were only 37, we turned in 21, so even though we were not perfect, we are far exceeding many of the other state chapter ministries. By the time we finish the fall reviews, we will have 100 percent compliance. We are doing better at Recruiting and Outreach. I can't tell you how much yet, but only that the Leaders Reports are showing fuller teams and better overall total numbers of volunteers and new volunteers being recruited. The key to a growth in our volunteer base is the more volunteers that we can have in our communities the better opportunity we will have for having better and quality leadership in the future. We are all know of folks in our AC's that have said well I don't want to, (or not qualified to) do this position, but nobody else will step up to do, so I guess I'll do it till someone better comes along. That is not the right way to strengthen your community or increase the depth of leadership and administration, but with limited growth in our communities that is the rut we can wind up in. All of you who were here in October were blessed to attend a truly top notch Outreach Workshop. But we still have a long way to go to get our communities to a solid operating position and to start serious expansion of our ministries communities, and I thank everyone for their support this last year for recruiting. The thing that was best about that workshop was the creation of the Outreach Manual. Most of our committees still do not have a manual of what it is that that committee is assigned to accomplish and to pass on to our communities to help in the increasing development of our ministry. One of the things I want to focus on this year is that each of our committees develops a "Cookbook" of sorts to pass on to help move this ministry forward.

One of the greatest blessings this year to me is one that may have slipped past a lot of you, if you remember back in June. We requested that everyone consider a letter that came out from James Keys, for corrections to the program, to the "Red" Manual, to Ezra and the program in general. What was so exciting to me is that the State of Texas turned in more comments and program corrections and suggestions than all the other states combined. Why is that important? It shows that we are on top of the issues we find and look for solutions; this is our way of "voting" in the changes we see as needed in this ministry. We may not get all of the changes we ask for, but our voice is being heard and we are having a great impact on this ministry. We have more active participation now in our ministry than we have had in the past, from the ongoing ministry in the units, to the day to day operations of the AC's governing the units, to the state level monitoring of the ministry. We can see that just from the reporting of what goes on here, just a little more than two years ago we struggled to get out the information of what happened even in our own state chapter meetings. Most folks just assumed we met decided things and that is the way it would be, now we have an active membership that wants to see and know

more of what goes on here at this meeting and take it back to their communities and implement the ideas. One of the things I want to see this year is more people here at each meeting, that are excited to be here and desire to see the growth of this ministry in this state. Let's look back at the parable of the talents. The one man had five talents, he invested it wisely and he increased it to ten. The man who had two talents, invested it wisely and it increased to four. Then there was the man with one talent that just buried it and did nothing with it. His master returned and very upset with him. I'm going to ask you to consider the reserves that you have in your checking accounts. Everyone is carrying reserves to some degree and that is great to be blessed with them in this economy that we have nowadays, but what are you doing with those reserves. Most of them are sitting in checking accounts from year to year, not even gaining any interest on them. How can we better use those resources for this community in its totality? I do want to complement a few units, the Rudd unit contributed \$2000.00 to both the KO Midland and KO Lubbock each, just this last December. Allred has been donating \$1000.00 each weekend to KO Wichita Falls it seems like from the time they started. Stiles unit has been supporting KO Houston. The thing I'm trying to point out is that these units and there are spreading the resources of the blessings they receive out to other communities in need. We have several of our KO communities that are still struggling and they are also expanding, and we should be reaching out and helping them to help others and they should be considered at your AC level to support them. We are looking at other opportunities to help other local activities, opportunities to support state wide programs and even the opportunity to help Kairos expand internationally to more countries or to expand in countries we are already established in. I would not be surprised that we don't get the opportunity to support a ministry in Chile, Nicaragua, Costa Rica or others. These are opportunities we may be blessed and tasked with helping to expand in the future with and we should start thinking now how to accomplish that. I would like to see us develop a smorgasbord of directions we could help this ministry be involved in or expand to and give each one of the AC's a chance to see where they would like to assist or invest in to further the kingdom beyond the walls of their unit. Give the AC's the chance to decide how far to take this ministry. It's like the Ten Commandments; they are not hard to follow if you are walking in His will. Likewise it's not hard to expand this ministry and its outreach if we are seeking his will and direction for it.

We will have some changes and adjustments to our ministry in the upcoming years, as a result of the suggestions and reviews that have had. We will have some changes to the ACOP and the SCCOP and I have seen some of those changes and I like them and I am very excited about these improvements. We need to remember we received a variance from the first of the year last year that ends the first of July this year. That allowed us to operate our programs at something less than a one to one ration, freeworld to resident. Most all of us do our weekends with 42 residents, but many of us are still going in with inside teams in the low 30's. Remember we got a variance to do that, but remember our manual which all of us have agreed to follow, says that we will have a one to one relationship. So I want to challenge those of you that are still operating in the low thirties to try to reach that one on one ratio. If we continue to show that we are striving to increase our team sizes then we may still receive support at the KPMI level till we can all be in compliance, but we have to do our part. If not, we will start have to cut back on the number of residents we will be allowed to have on a weekend. Recruiting has to be a 365 day a year responsibility of each volunteer of your AC; it is not something that is to be left up to the Team Leader to accomplish. And it doesn't matter where we are from if your in another area and the opportunity comes to talk to someone about Kairos, we probably have a unit in that area that could use another volunteer or two. Every volunteer in Kairos has to be responsible and actively recruit new volunteers. If we get more volunteers we can open more units and allow more men to be blessed. I'm hoping we can start to generate some surveys this spring for you at the AC level, to develop some hard statistics to make valid program adjustments too. Like how many volunteers regularly attend P&S, how many residents also regularly attend, how many at reunions, two day retreats, etc. We hope to be able to get these surveys out soon and get some valid data back to see where the program is at and develop some baselines to work from.

Pre and post Release programs, we have Kairos alumni's coming out of the units on a regular basis now. Going to Pre-Release units with out a P&S program or into a halfway house or release program that there is no longer a connection with Kairos or the program that they have come to rely upon for support and direction. How do we identify those areas and possibly get into those areas to help keep them focused and on the right direction and not succumb to being just another statistic and sent back in for making a mistake that could have been prevented with the proper mentoring and coaching. We need to be more proactive in keeping up with our flock even when they are released. We have got to focus on recruiting, recruiting, recruiting, to be able to have the volunteers to expand into these areas. But we also need to focus on retention of volunteers, to use those gifts that God blessed them with and keep them active and connected also. We need to focus on mentoring our new volunteers just like we focus on mentoring our Kairos brothers and sister in white. We need to actively train and mentor all our volunteers to the proper and correct methods of Kairos. Communications, talk with each other, that's what the regional concept is all about, we can communicate with those units that are in our area and find

ways that we may be having problems with security, chaplaincy, volunteers, etc. Find out what is working or not working in our own areas just by communicating with each other.

Faith based dorms, which is a program requested by the upper level of TDCJ to have in every unit by the end of this year. If the Kairos prison ministry is the largest ministry in Texas prisons where do you think those Volunteers should come from for the faith based dorms, more than likely they should be from Kairos, what a blessing that would be and an opportunity for use to change lives and help keep them out of the system. We are looking at some new Ministry partnerships, which may be coming to us in the next year, these are not things we will do, but they may be opportunities that will come our way like Hope Worldwide, is a international ministry composed primarily of young people with lots of energy. All Christian, primarily young adults and do a lot of service with International Red Cross, they have chapters in the Houston, San Antonio and Dallas areas, and we are looking a ways to bring them into our program and bring some new life to Kairos. 40 days of Peace is another program we are looking at. Prisoner Entrepreneurial Partnership, which may be an interesting program. And a new one I just heard about is Kairos Mentoring, which will be Kairos alumnus veterans mentoring one on one with youth those that have just come out of the program, it will have a structured program to it that looks very appealing.

Our role as members of the State of Texas Chapter is to serve our constituents, we are representatives of our AC's, you are their voice to us. You have got to come to this meeting and say you like or don't like something that is going on in this ministry. Likewise you need to go back to your AC and convey the message that is coming out of this meeting, let them know what is going on, this just isn't a free trip to Austin for the weekend. It is important to open up those lines of communication from the AC's to us and for the AC's to know what is happening at the state level. What can you do to make this trip to Austin meaningful to you and to your AC? What can you do to make this trip to Austin meaningful to this state committee meeting? Get involved, become a part of a state committee, look for solutions to problems areas in that committee and help move this ministry forward. We can best serve this ministry by being active, being proactive. By being involved, by listening and by communicating. All of our standing committees will be active this year. Why are we here? What is our purpose? In some way each of us has a dream of what we can do to expand our Kairos Territory. I want that to change to a vision! What can you do to make this trip, this opportunity this year meaningful? We need to elevate the energy level and the Joy of Stewardship from the Weekend Activities up through the AC activities and to this body at the state level. As State Reps. and officers we are the voice of our AC's. If we are not here, your AC and your weekend have lost their voice in the decision making process. You have an important role as an active communications link both up the ladder and down. This should be the most important job for Kairos you will have this year. Make new friends and enjoy the blessings of service in this venue. Take possession of this organization and you WILL help it to grow and prosper. There are other opportunities coming this year that will provide even more opportunities to advance our ministry locally, statewide and even internationally. I challenge you to step out in faith and share the blessings in other manners. I ask you for complete and timely compliance to all areas of Ad Council Responsibilities. We know now what we should do and now we simply need to get on with the business of doing it.

#### **FINANCIAL TREASURER:**

**Robert Robinson**

**Robert** reports that the reservations for the rooms are made by him and that he needs to make about a month before the state Chapter meeting. I will then send out a confirmation of the room being booked for you. If you send me an Email requesting a room I will reply to you that I received it. If you don't get a reply from me then I didn't get it. If you send me an email please be sure to put KAIROS in the SUBJECT line so that it doesn't go to my spam. Some units have new treasurers; I need to get my name on the bank signature card for those units.

#### **FINANCIAL SECRETARY:**

**Bob Cole**

**Bob** distributed a report with Profit & Loss (P & L) and the Balance Sheet. Bob comments on the comparison he did on the final results of the third quarter of this year compared to the third quarter of last year. The total income was down a little bit, this quarter is usually down a little bit because of the number of weekends we have in that quarter. We are showing about \$232,492.00 in total income. Our expenses were down to about \$170,000.00 we took in about \$62,000.00 more than we spent in that period. The Balance Sheet is shows we usually run from between \$525,000.00 to \$600,000.00 in all of our bank accounts here in Texas. I have a copy of the 2010 audit from KPMI, which includes us, relative again to December 2010 we had \$513,000.00 in the bank. Kairos overall had \$2,700,000.00, in just the total of the states alone there was \$2,100,000.00 so we had \$513,000.00 of the total income from all the states. If you look at the overall business of Kairos it was right at \$6,000,000.00 income and \$5,500,000.00 in expenses and our income was \$1,100,000.00 of the \$6,000,000.00. We now have 52 active AC's in the state now; right now we have about \$585,000.00 in the banks here in Texas. At this time of year I am getting the fourth quarter affiliation fees from the AC financial secretaries. You know we collect the KPMI affiliation fees on a quarterly basis from the AC's, that you take in less money at the end of that

quarter it is 15% of money that you take in, less money like gifts in kind manuals, etc. The fourth quarter report is a catch-up of the whole year, so if you hadn't made any payments it will show up then. The problem with donor is you have to hit certain buttons right to make it report right. If you pay the KPMI fee you have to be sure to hit the right button. So if I have the Fin. Sec. send me a fourth quarter report I can import it into to QuickBooks and it will generate a report by quarter and that will tell me if you owe or are paid up on your affiliation fees. The financial secretaries are doing a great job; I only have 4 or 5 new ones to train so that is good for me. The third page shows the budget by each unit. It will show the different areas that each group does their fundraising from so if you see a unit that is strong in an area of fundraising that you are weak in get with them and find out how they do it. At the same time we have to come up with a state budget. That is what you are looking at here the actual numbers for 2011; we had a little over \$9,000.00 that came in from churches, etc. some money from volunteers. But total we had about \$14,500.00 income come in at the state level. Expense wise we have the Winter Conference in February, so we send about 10 folks from Texas, and these meetings, we pay for the rooms and reimburse for the travel costs. Overall we are about \$65,000.00 in total expenses, and my net is about \$50,000.00 so if we had about 87 weekends we would have brought in about \$59,000.00 so if we hadn't of had the \$14,000.00 come in we would have shown a loss of over \$5,000.00. So to project that out to 2012 I'm only showing about \$12,200.00 to come in from undesignated donations. That is conservative, we are having more travel expenses, and the summer conference is going to be in St. Louis, Mo. this year, so those travel costs should be lower this year. So with a projected 87 weekends our state affiliation fee is \$680.00 per weekend so we are going to hold that for next year. We should have about \$59,000.00 for the year in income. We pay a \$60.00/weekend for each unit for audit fee. Texas is a Model 2 state. We are the biggest of all states, 2010 was our first official audit report. So this year I sent to all the fin. sec. a bank confirmation form, it's a form that has the unit name, the address of your bank, the name of your bank account, the account number and the balance. Last year we had the Fin. Sec. signs it, that is the customer, but they are not on the signature card, took it to the bank and had someone there sign it and send it in to the auditors. Now in order to do it right it should go from the auditors to the bank and back, so we are doing it properly now the Fin. Sec. signs the name of the unit where the bank address is, the name of the account should be KPMI-Texas-Name of your unit, the account number of the unit, and the balance, and the person signing should be a signer on the account and typed underneath because all of these signatures are not always readable. And then all these will be sent back to me, that way I can make sure that they are all sent in at one time then I in send them all in to KMPI, they will send them to the auditors, then the auditors send them to the bank for verification, then the banks send them back to the auditors that it is all correct procedures and steps that need to be made. The next step is that we will ask for a copy of the account reconciliation report and bank statement for December and likewise for January it money under each bank account at that time. And the purpose for that is that they need to know what the assets are at the end of the year, which gives them a cutoff date to go by. So one of the things the auditors brought up is that there was money that needed to be expensed one year, but it wasn't paid till the next. We are looking to have all of our requirements for the audits in and processed by March or April this year. Speaking of the audits and the costs, \$60.00 is the cost per unit/per weekend, but the really just covers the overhead. The real cost of this audit is about \$110,000.00. This is because KPMI is large enough that we need to be able to provide audited financials so that they can approach large corporations and foundations for funding. All of the States part of this is about \$90,000.00. We got a "B" on the last audit. So there is a gap between what it costs for an audit and the money that is raised or turned in. "Bob does much more discussion about the difference in the different model states and the trouble with the audits and how the process can be improved."

#### **ADVANCED KAIROS TRAINING REPORT:**

**Mike Stumbaugh**

**Mike** reports on that he serves on the Ministry Coordination Committee at the International Council as part of that the Kairos Inside subcommittee which is chaired by Jim Key is what Bill referred to earlier where communication went from Bill to all the IC chairs soliciting input and looking for responses as to what is working and what isn't from the new Red Manual. We focused a lot of energy on finding a solution to the issues that were noted. I will be the chair of that committee next year and some recommendations and suggestions were made to that committee and that proposal is being forwarded to the IC during the winter conference next month. The essence of the proposal is that we don't change the manual but in three areas we focus on the impact of the Excellence Initiative. Right now the One-on-One Hosting is suggested as one of the biggest problems which it is now a Four in the Excellence Initiative Program, we are recommending that it be reduced to a Three. Same thing with Team Size we are recommending that be reduced from a Four in the Excellence Initiative Program, we are recommending that it also be reduced to a Three. The IC will make a recommendation to the KPMI Board at the Winter conference. Another recommendation is the long, long, long prayer on Sunday Morning, you know the night before we have the Forgiveness Ceremony, and then we bring all those old issues back up for a long, long time on Sunday morning. The subcommittee is recommending that be an optional event there is a lot of opposition to this because it seems in the women's unit it is getting favorable results, but not so much in the Men's units. Now on to the AKT Schedule, we have four trainings scheduled in Texas for 2012 the next one is in April 27-29 at

the Bishop DeFalco Retreat Center in Amarillo for Kairos Inside, we have one person so far registered for that. We are committed to 20 attendees, I guess we could always cancel it but there are still financial responsibilities with that decision also. AKT is just not for the Weekend Leaders which are required to attend, but also for AC members to attend to find out what the new changes to Kairos protocol and procedures, it is not anything like what a lot of us went thru in the previous years. Below is the list for the AKT Trainig Schedule for 2012. We cannot afford to lose money on AKT. Info is posted on [www.mykairos.org](http://www.mykairos.org) Website.

### **The Texas 2012 AKT Schedule:**

**April 27 – 29, 2012**                      **AMARILLO, TX**  
**Kairos Inside**

**Location:** Bishop DeFalco Retreat Center, 2100 North Spring, Amarillo, TX 79107, 806-383-1811. Arrive by 6:00 pm and start at 7:00 pm.

**Cost:** \$260.00 - single, (limited number of available) \$225.00 - double, (each) and \$175.00 - commuter. Fee includes two nights lodging (Friday and Saturday), all training materials and the following meals: Sandwiches Friday evening; Saturday breakfast, lunch and supper and Sunday breakfast.

**Contact:** Mike Stumbaugh, [mstumbaugh@sbcglobal.net](mailto:mstumbaugh@sbcglobal.net) or 817-247-5403 (cell), 526 Westview Terrace, Arlington, Tx. 76013 for application and additional information. Checks should be made payable to KPMI – Texas.

**Note: Attendees need to bring personal items only.**

**YOU MUST COMPLETE THE ENTIRE COURSE TO BE CERTIFIED AS A WEEKEND LEADER**

**June 29 – July1 2012**                      **HUNTSVILLE, TX**  
**Kairos Inside**

**Location:** Criminal Justice Center of Sam Houston State University. Housing in Hotel operated by Sam Houston State University, Huntsville, TX. Arrive by 6:00 pm and start at 7:00 pm.

**Cost:** \$315.00 for single (limited number available). \$245.00 for double (each). \$175.00 for commuters. Fee includes two nights lodging (Friday and Saturday), all training materials and the following meals: Sandwiches Friday evening, Saturday breakfast, lunch and supper and Sunday breakfast.

**Contact:** Mike Stumbaugh, [mstumbaugh@sbcglobal.net](mailto:mstumbaugh@sbcglobal.net) or 817-247-5403 (cell), 526 Westview Terrace, Arlington, Tx. 76013 for application and additional information. Checks should be made payable to KPMI – Texas.

**Note: Attendees need to bring personal items only.**

**YOU MUST COMPLETE THE ENTIRE COURSE TO BE CERTIFIED AS A WEEKEND LEADER**

**September 14 – 16, 2012**                      **MIDLAND, TX**  
**Kairos Inside AND Kairos Outside**

**Location:** Circle Six Ranch Baptist Camp – Stanton, Tx. Arrive by 6:00pm and start at 7:00 pm.

**Cost:** \$225.00 per person. \$175.00 for commuters. Fee includes two nights lodging (Friday and Saturday), all training materials and the following meals: Light Supper on Friday night, Saturday breakfast, lunch and supper and Sunday breakfast. RV hookups available at reduced price.

**Contact:** Mike Stumbaugh, [mstumbaugh@sbcglobal.net](mailto:mstumbaugh@sbcglobal.net) or 817-247-5403 (cell), 526 Westview Terrace, Arlington, Tx. 76013 for application and additional information. Checks should be made payable to KPMI – Texas.

**Note: Attendees need to bring personal items only.**

**YOU MUST COMPLETE THE ENTIRE COURSE TO BE CERTIFIED AS A WEEKEND LEADER**

**November 9 – 11, 2012**                      **GRANBURY, TX**  
**Kairos Inside AND Kairos Torch**

**Location:** Camp Crucis, 2875 Camp Crucis Ct., Granbury, Tx. 76048. Arrive by 6:00pm and start at 7:00 pm.

**Cost:** \$245.00 per person. Commuter \$175.00. Fee includes two nights lodging (Friday and Saturday), all training materials and the following meals: Sandwiches Friday evening, Saturday breakfast, lunch and supper and Sunday breakfast.

**Contact:** Mike Stumbaugh, [mstumbaugh@sbcglobal.net](mailto:mstumbaugh@sbcglobal.net) or 817-247-5403 (cell), 526 Westview Terrace, Arlington, Tx. 76013 for application and additional information. Checks should be made payable to KPMI – Texas.

**Note: Attendees need to bring personal items only.**

**YOU MUST COMPLETE THE ENTIRE COURSE TO BE CERTIFIED AS A WEEKEND LEADER**

**PERFORMANCE EVALUATION COMMITTEE:**                      **Ed Davis and John Kennell Comm. Chair**

Ed reports on the Kairos Program Evaluation and the Excellence Initiative. You have heard a lot about the two programs we are going to have a conference call in the near future to discuss what we will do with the data we are compiling from these two programs to help improve the ministry and possibly impact a rewrite of the manual. **John** continues with we will be having a program that will process and create a database when the KI Excellence Initiative is turned in, it will help to produce a report of what the EI process is gathering and how to implement those reports to make productive changes in the manual and program. The reports will be available not only to just KPMI but also the State Chapters and even down to the AC level, so this should help make the information more readily available to all. Also we are talking about



interactive checklist reports at the state level during the interview process they can fill it out as they are completing the weekend reports that will provide the information gathered available just like the other mentioned above.

### **OUTREACH CHAIR AND IC REP FOR OUTREACH**

**David Ross**

**David** starts off stating that he serves on the Volunteer and Guest Recruitment Council at IC level. What we are looking to do is attempt to assist and encourage recruiting activities not only at state level but also nationally and even internationally try to replicate the success we are seeing here in Texas led by Michael Hill, like recruiting workshops like we held here last October, as well as things like Kairos community fairs. Like up in the state of Indiana they have a golf tournament that is set at a golf course that is just outside of one of their prisons. So they can actually minister and tell their Kairos story to people that are participating in the tournament. There is also a very stiff penalty for hitting out of bounds. It is those kinds of things we are looking for to be able to share through out the ministry to attempt to get the name of Kairos and the mission of Kairos to more people. The second thing I would like to say, there are seven people in this room that represent us at the IC level, much like you are here to represent your AC at the state level. So we are as effective as you allow us to be. We need to know what is on your minds to make this ministry more effective to be able to take to the IC committees to attempt to bring those changes to the ministry. I also encourage if you have the chance to attend either the summer or winter conferences, they are well worth the effort to be at there is much that is said and to learn at each one.

### **LONG RANGE PLANNING COMMITTEE**

**Buck Rodgers**

**Buck** starts by saying that the committees focus is what direction does this ministry see it moving towards in the next five years. They have narrowed it down to about ten possible goals, but the top three are, 1. Getting a qualified audit that is their main focus right now. 2. Is recruiting and Texas is actually leading the way on that and we have a very good program in place thanks to Michael Hill, we need to take what we have here and take it to the international level. And 3. is Communication, if you look at the KPMI websites they have been improved and made much more user friendly.

### **KAIROS OUTSIDE:**

**Julie Cole**

**Julie** reports I am also an IC rep, on the Programs Committee, and I am a new member to the committee. On the Excellence Initiative for the Kairos Outside ministry we still use the Observer from another community rather than an advising leader. This last fall all reports were turned in a very timely manner and I received them, then I in turn interviewed the leader and the observer and wrote up the summary and turned those into the Performance Evaluation Committee. Now on to my other hat, a report on Kairos Outside; we meet on Friday night before this meeting and we had a great meeting last night it was full. Two units were not there, they were Corpus Christi and Houston but the other six units were there. We now have a Kairos Outside website up now, it is not exactly where we want it right now, but we are getting it there. We want to put on there all the information we can to make the name of Kairos Outside more relevant in getting information out about our weekends, our sites we are at, our closings and other information. The site address is [www.kotexas.org](http://www.kotexas.org). we have a new manual now the "Purple" manual and will be implementing it on all of our weekends by the fall of 2012. The most exciting thing we have happening right now is KO Central Texas and KO East Texas. We are possibly looking at weekends in the fall for both of them. It is going to take both your prayers and financial support to help them get on their feet. There is also a lady here from the Rio Grande Valley interested in getting a KO Rio Grande Valley, and it will be a Spanish KO, I think this should be one of our big goals in the future to include more of the Hispanic Community. And finally some information from the State Registrar which is my other hat. The Master List is updated and will be sent out after this meeting, we are still quite a few spiritual resumes from your upcoming leaders and please make sure we have the latest list of your AC officers for your units for 2012. The KOCT will be held at the Green Mountain Retreat Center in Clifton Texas which is near Temple Texas. And KOET will just south of Tyler at Green Acres Retreat Center on Lake Tyler.

### **TORCH**

**Dean Cooke**

**Dean** is online to have a restart in Amarillo in June we are already having team meetings now in preparation for the weekend. Torch is more difficult to get people interested in because it is not just team members, but also mentors that mentor youths for an hour a week for six months. Many of you KI guys will spend four hours on a Saturday Reunion at the units, but will you spend one hour a week to help a troubled youth in hopes that their lives will change so that would never wind up in on of the units. You may not but I guarantee you know somebody that has a heart for helping disadvantaged youth. There is some grant money to help expand Torch, at least two more units in Texas in the Dallas or Houston areas. Torch is only from Friday afternoon to Sunday Afternoon. The makeup of the weekends is different in Texas in Amarillo the weekend will be coed. So it depends on the makeup of the unit. And in Torch we have to have women and men as the Table leaders. There are specific training programs for the Torch program, for the mentoring aspect of the program and there is also a background check of the volunteers. It is a wonderful ministry, these kids are

right on the edge ready to take that next step into prison if they don't change their lives. Torch gives them that opportunity to find a different direction in their lives and goals to hopefully keep them out of prison. If you find a interest in your area to get this started, take your time don't rush it, build the volunteer community up and get them approved and trained it will be much easier.

**FOOD CONTROL COMMITTEE**

**Glenda Robinson**

**Glenda** says we are still working on the Texas Food Handlers Certification Program. If you do not have anybody cleared on your servant teams they can go to [www.learntoserve.com](http://www.learntoserve.com) on the internet take the test it costs about \$10.00 to take it. When you pass it and get your certification make a copy of it and send it to me by email at [RROBINSON3870@SBCGLOBAL.NET](mailto:RROBINSON3870@SBCGLOBAL.NET).

**NEW STARTS COMMITTEE**

**David Savage**

**David**, the biggest news from the New Starts Committee is about the progress that KOCT and KOET is making in their progression to having weekends and the interest in South Texas at starting a KO down there. There is a little bit of resistance in getting Jester III started. The Lockhart Unit is having a team meeting today so they did not have anyone here to give a report.

**OUTREACH COMMITTEE**

**Michael Hill**

**Michael**, we were telling some of the folks that weren't here in October about the presentation and the Outreach program manuals. They can be reproduced if you need to. Who's the Church? We are the Church. Who's the Outreach? We are the Outreach. The Outreach Coordinator in your AC should be coordinating everyone in your unit not just the AC but the volunteers too, to learn how to get out and recruit new volunteers. I encourage everyone to work at outreach, it isn't just for the upcoming leader to recruit team members it is everyone's responsibility. **Joyce Boelsche** talked about their Outreach effort with KOCT. They received their first Guest Reservation and lo and behold the power and wisdom of God. This lady had a radio show in the Austin area called Nubian Queen Lola's Creole Soul Food Show on 1060AM Gospel Radio. Her husband had just attended a KI and she wanted to know more about our ministry and invited me to sit with her on her show and introduced us with a big plug for KI talking about how her husband had been incarcerated for 25 years and this is the most wonderful thing ever to happen to him and she wanted to know more about what Kairos is and wants me to come back every two weeks to sit on her show and talk more about KI and KO. **Michael** continues with, this manual is a great tool, but like all tools if you don't use them, they really don't work they are made to be used. And he reinforced Joyce's efforts by saying every radio and TV station is required to do Public Service Announcements and all we have to do is make the effort to get out there and "pound the pavement" to find them approach them and get our message out. **Driskoll Tubbs** talked about a visit to his physical therapist and how he was making a trip to Austin in the next day for a meeting. And she asked what for? Well naturally just like the Outreach Training pointed out you can work Kairos into just about every conversation and I told her about "well it's a Prison ministry I'm involved in and it's our State Meeting for the ministry" and she said "you know I have a friend that is incarcerated" well it just grew from that point, she has two more friends and possibly even her mother who would want to get involved, so you see if you just get out there and let folks know, God will bring the resources to us. **Michael** finishes with a story about a conversation he had with a lady from the Clemens unit about how she was in a store shopping and started talking to a person about the ministry and lo and behold that person was a CO at their unit and they told her how well received and appreciated the Kairos program was in there. So once again folks it is as simple as just getting out there and spreading the love we have with the ministry with others.

**REGIONAL CONFERENCE CALL COORD:**

**Rex Mason**

**Rex** states we are going to get started again this spring getting back on schedule with our and we need to all be involved with our regions in these calls to learn more about what is going on in our areas. Here is the proposed schedule. Kairos of Texas Region Conference Call Schedule for 2012 First Quarter

<b>DATE</b>	<b>DAY-OF-WEEK</b>	<b>REGION</b>
<b>JAN 31 – 7PM</b>	<b>TUESDAY</b>	<b>EAST</b>
<b>FEB 6-12</b>	<b>KPMI WINTER MEETING</b>	
<b>FEB 14– 7PM</b>	<b>TUESDAY</b>	<b>SOUTH</b>
<b>FEB 23– 7PM</b>	<b>THURSDAY</b>	<b>WEST</b>
<b>FEB 27– 7PM</b>	<b>MONDAY</b>	<b>PANHANDLE</b>
<b>MAR 5– 7PM</b>	<b>MONDAY</b>	<b>NORTH</b>
<b>MAR 15– 7PM</b>	<b>THURSDAY</b>	<b>CENTRAL</b>



## **COMPLIANCE AND PROGRAMS COMMITTEE:**

**John Estes**

John starts off with, we have really tried to focus this last year on the financial side of the ministry and the audits. This year our focus will be on the training. With now additional KO AKT training now that we will be having about 20 new KO leaders a year with them. We are developing some training tools for the ACOP. We are looking at some training procedures also for the State ACOP as well. We are looking at some individual training for the local AC's so that we can possibly help with the retention of volunteers in the ministry.

## **AGAPE COMMITTEE:**

**Jaime Gonzales**

**Jaime** started with thanking everyone for supporting him and having the confidence in him and his efforts in this position. This last year we have really had a good response this last year and we have had agape from all but three units. And after talking to their Reps. They had agape they were mailing out this week so we are finally at 100% from our units on supplying agape. We have a lot of units coming up; please get your Agape Coord. especially if they are new to go to the KPMI website at <http://www.mykairos.org/register.html> to register your weekends. You will begin receiving agape from all over the world. Also if you can please send the Lockhart Men's #1 which will be March 22-25, try and send them as much agape as you can letters, prayer chains, posters, placemats etc. Their leader is Harold Kraus his email [kraushi@att.net](mailto:kraushi@att.net) that would be great to see them get as massive amounts of agape for their first weekend.

## **EXCELLENCE INITIATIVE COMMITTEE:**

**Driskoll Tubbs**

**Driskoll** started with thanking everyone for supporting the EI program this last year. We are putting together people in each region to assist in interviewing the advising leader from each unit in their region in the EI program. The EI program isn't about judging you on how well you are doing. It is about being positive in this ministry, I know every weekend we do is tough and a real battle so the EI program is about finding solutions to those struggles and better equipping us to do battle in the coming years in this ministry. It is about improving the weekends for the overall good of the ministry. I encourage you to use this program it really is starting to show the effects on our weekends now from just the info that was gathered from the last year. We have had 98% compliance from Texas this last year and that one unit was because he hadn't gotten that form in time to fill out and will have it in to me soon so we are looking at 100% compliance for the year of 2011. The procedure is being modified and streamlined the more we use it. We are looking at possibly conference call with the leader the advising leader and the AC Chair when we go over the EI with them, that way all the issues that need resolved will be brought up among all those that need to be aware of them.

## **TRAILER COMMITTEE:**

**Bob Crane/Jim Lodovic**

**Bob** started asking everyone to turn to page 2 of the Accountability Standards and quoted Item 23.

**23. All vehicles that pull Kairos owned trailers will carry a (1) one million dollar liability rider (KPMI directive). A copy of the Proof of Liability Insurance document shall be filed with the State Trailer Committee Chair AT LEAST 30 DAYS PRIOR TO THE WEEKEND.**

Right now we have all units covered with insurance through this February. When we get into our busier part of the season this spring we need to keep up with our requirements. One other thing I am dropping from being chair of this committee and passing it on to Jim Lodovic, and I thank him for stepping up to become chair for this committee in 2012.

## **STATE VICE-CHAIR:**

**Jim Irwin**

**Jim** talked about the effort to get an exemption for the 6% Texas State Motel/Hotel room tax. An exemption was requested and then denied by the state of Texas Comptroller's Office. Our Austin attorney filed a motion for summary judgment with the State District Judge. We were supposed to have a hearing on our motion for summary judgment on Jan 19<sup>th</sup>. That hearing was postponed till the third Thursday in February. I understand that the Attorney General's staff attorney (representing the Texas comptrollers office in this matter) advised our Austin attorney that we are entitled to the exemption. There also is a local city/municipality where most of us book our rooms. They are authorized by the state to charge up to a 7% local room tax. In Hondo, Texas, the local tax code provides a city tax exemption under the same terms as does the State. This is not true for Austin. Austin has drafted their own room tax exemption provisions. In the smaller communities across the state, it is expected that the local tax code exemption will be identical to the provision in the state tax code. If we get the exemption from the state, then local communities (with the same tax code provision) should grant us an exemption as well. You will have to contact your local taxing authority to get this exemption. We will be getting out all necessary documentation to you when the State grants the exemption. If there are any later difficulties at the local level, we will get our attorneys in Austin to contact them. This will give most of us an estimated 13% reduction in our Hotel/Motel housing costs.

## **STATE CHAIRPERSON:**

**Bill Salser**

**Bill** summarizes with concerns with the Chaplaincy issues in getting people cleared for the ministry. One thing they are asking us is to make sure that we have our new volunteers apply thru the online process on TDCJ's website, see this link,

[https://www.tdcj.state.tx.us/php/volunteer\\_application/](https://www.tdcj.state.tx.us/php/volunteer_application/). Make sure on that application that you CHECK the chaplaincy volunteer box. And on the church don't say Kairos, it has to be your denomination and the name of your church. See the

examples below. Best case on the applications right now is a minimum of **SIX WEEKS**, so don't call them to check on the applications for your volunteers until at least **SIX WEEKS** after they have applied **ONLINE**. Those volunteers that have prior offenses or are on probation it may take longer, a **MINIMUM OF SIX MONTHS IF NOT EIGHT MONTHS** for them to be cleared. So what I'm suggesting is that you set your first team meeting at least **EIGHT WEEKS** prior before your training schedule. Have everyone come in with all their information they need to submit at that **FIRST** meeting and have them sit down with an application mentor, a seasoned volunteer that knows how to step thru the process, with a laptop that has internet connectivity, and have them mentor them as they fill out the application, and to get all those applications turned in at the same meeting, it will be much easier to track them in the future if you know for

Please Use This Section to Indicate Program Areas of Interest for Volunteer Service

Chaplaincy  
Faith Identification:   
Place of Worship:

Substance Abuse Treatment Program  
Fellowship:   
Sobriety Date:  /  /   
Practicum Student:  Yes  No

Windham School District  
Unit of Interest:

Sex Offender Treatment Program  
 Parole Division  
 Victim Services  
 Student Intern  
 TTC/Halfway House  
 Other (may include non-traditional programs, administrative/clerical assistance, or areas not indicated on this form)  
Please Explain:   
Unit(s) of Interest (includes offices):

**Example of a portion of the current TDCJ online application mentioned here.**

sure that they were turned in and when they were turned in. And keep a copy of it for your AC records so that if they have any issues with the application, you can refer back to the copies you have of their application. And if you have any issues with them and it doesn't seem to be going anywhere, give me a call and have that volunteers name and driver's license number and I will call them and see if we can speed up the process. They are very supportive of us and are willing to work with us. They also are eager to have volunteers come in and help them with their workload, so if you live or know of someone who lives within 50 miles of Huntsville, have them check into volunteering some of their time to help them out there. Be aware thought that you, or they will have to undergo a background check and be fingerprinted to be a volunteer in their office, in order to be approved to serve and help them and that process also takes a fair amount of time. Linda Green is the new Volunteer Services Director and hopefully she and Chaplain Pierce will be here for the April meeting. I know a lot of issues now also are that the wardens and chaplains are requiring that even the closing guests are required to be trained. Many folks say, "I'm just going to closing, why do I have to be trained" and so we are losing possible future volunteers to this problem. So we are working to get this problem resolved and make it easier to get visitors in for closing ceremonies. Retraining is another program to do online if you are eligible for it is an easy process and when you complete it you get a pdf copy of your certificate when you are done. See this link, [http://www.tdcj.state.tx.us/php/volunteer\\_training/](http://www.tdcj.state.tx.us/php/volunteer_training/).

This meeting was adjourned at 3:30 pm. MEETING CLOSED WITH "SURELY THE PRESCENSE"

**NEXT MEETING: APRIL 14<sup>TH</sup>, 2012**

**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)**

**BE SURE TO CONTACT ROBERT ROBINSON WITH YOUR RESERVATION NEEDS BY MARCH 10<sup>TH</sup>, HIS EMAIL ADDRESS IS RROBINSON3870@SBCGLOBAL.NET**