

## 2012 Summer Conference Report by Bill Salser

The 2012 KPMI Summer Conference was the most productive Summer or Winter Conference I have attended. Clearly a rewarding part of the meetings was the International Council Committee Meeting and watching and listening to all our Texas IC Reps that are now IC Committee Chairs reporting on their various committee activities during the sessions. All of their reports will follow. We were also blessed to have both Ed Keefer, our KPMI Board Chair and Tom Kemner, our KPMI interim Executive Director, provide significant ministry direction in assorted presentations throughout the meetings.

My personal focus and intent for the meetings was to establish a better relationship with other State Chairpersons and to encourage a permanent formal meeting on both the Summer and Winter Conference agendas. Key areas that I want to focus on are:

- **General Operational concern-** As in most other regards, Texas is the largest of the Kairos states and we have had to organize far more than other states. Many State Chairs are struggling with how to get things done and we will share our expertise with them. As I look at our history the Master list, the Accountability Standards, the Table of Periodic Reports, the AC affiliation Agreement and the Spiritual Resume are key tools for our ability to establish structure. Jim Irwin has hastily completed the revision of our Accountability Standards to include up to date references from the new ACOP and SCCOP. After our review of his corrections we will post the revision on the website. I have already given a brief summary of the documents to all the state chairs that were present and directed them to the Website and location of the documents. Early next week I'll once again mention these documents in a blanket email as an example of what has been successful for us.
- **Participation in KPMI programs-** Donor, EI Reporting, and State Chairs Conference calls etc. - A significant concern of mine has been the lack of participation in virtually all of our Kairos programs by many states. Just as we will have the opportunity to vote in November, our participation in Kairos programs is our way of contributing to the ministry. If Kairos determines that something is worth doing, then I believe that we give it our maximum effort whether we like it or not and participate in a responsible democratic process. Ignoring programs that are deemed by the majority to be important to the ministry is not beneficial to our ministry. Texas has been at the forefront of compliance on every single issue. I am humbled by the efforts of our fine volunteers so that we can attend meetings and confidently report successes and contribute our combined expertise to the future of our ministry. I don't understand why all the State Chairs do not seem to have a similar interest.
- **Coordinated response to operational concerns-** The KPMI Board and the International Council provide us with Policy and Procedures, but the State Chairs are the interface between theory and reality. My belief is that we State Chairs must develop a formal presence in the direction of the

ministry. We face problems that are real as we strive daily to assist you at the Advisory Council level. We need to unify and communicate with each other on areas of common concern and offer assistance across state lines to assist each other.

- **Communications, i.e. Group emails, State Chairs Blogg, State Chairs Conference calls etc.**- Communications is a two way street and, as in most cases, until we learn how to listen and actually hear what others are saying we're not communicating. No Communications, as is the case with many State Chairs, is also a communications statement. I'm asking why? Bonding is the key to "Prayer and Share" and we need to gain familiarity as State Chairs also.

In a special meeting we did get the ball rolling and I feel confident that we will increase our effectiveness as State Chairs.

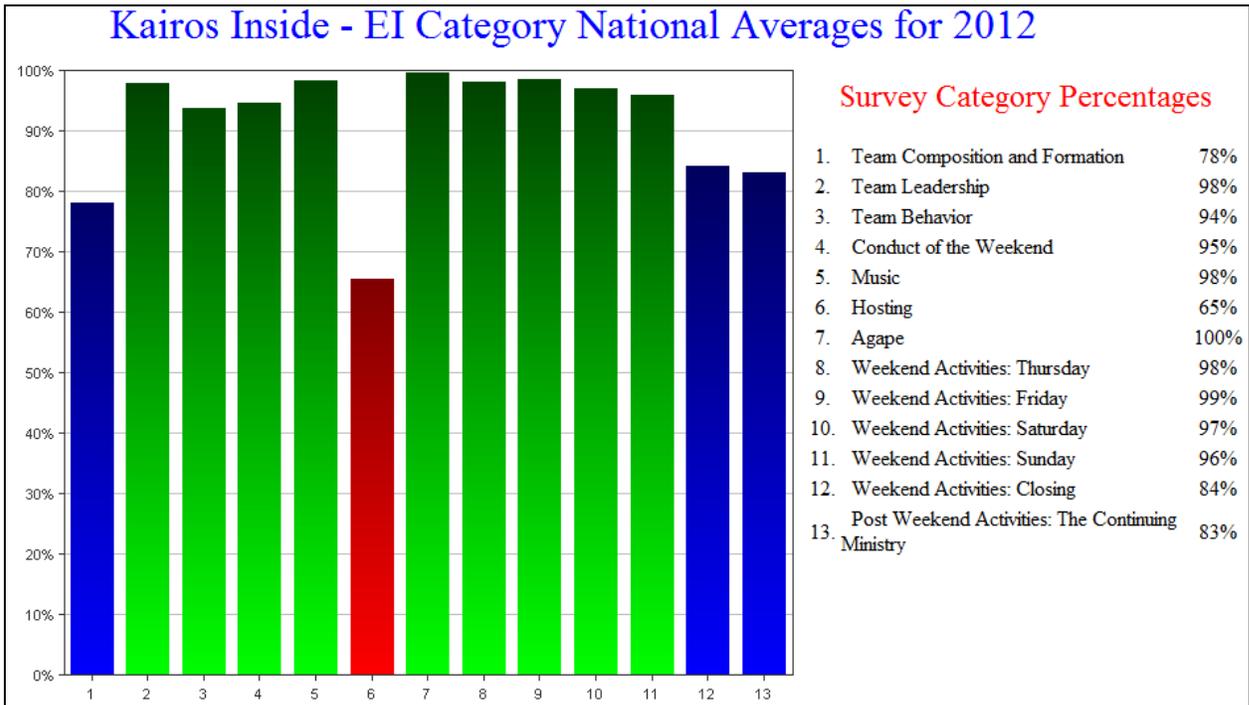
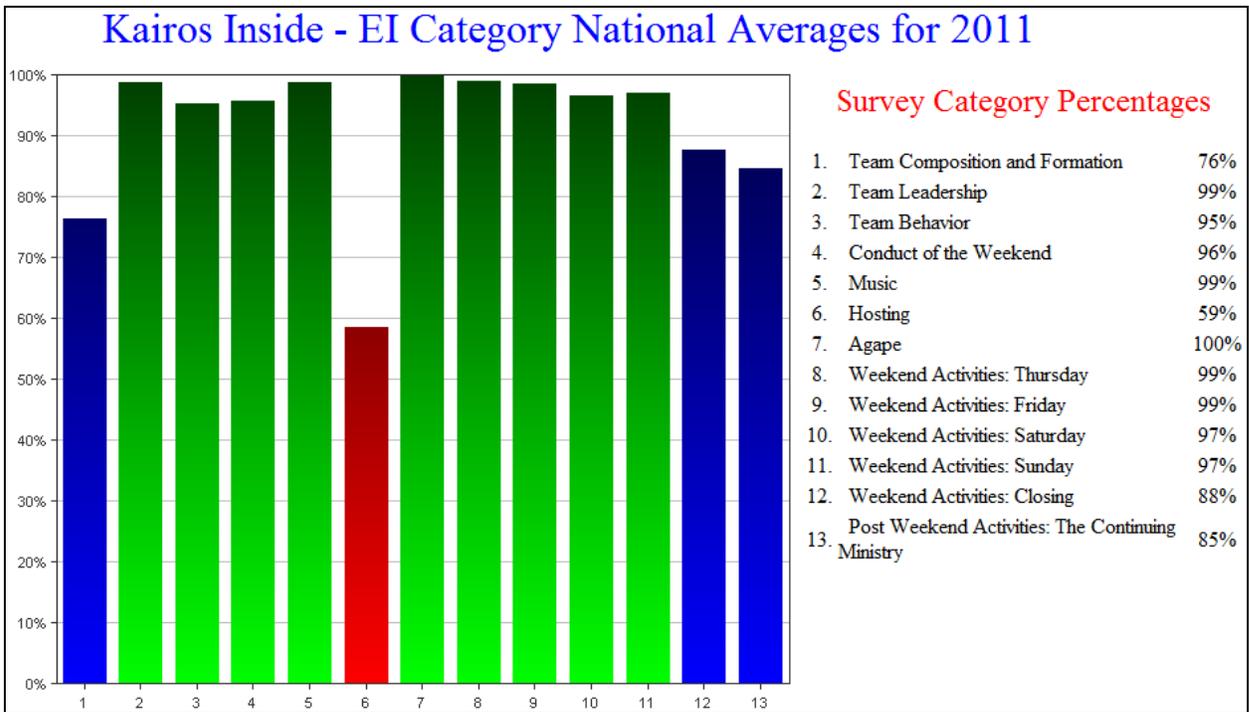
Program Evaluation Committee  
Submitted by John Kennell – PEC Chair

The Program Evaluation Committee held four workshops during the KPMI Summer Conference concentrating on the new Kairos Inside Excellence Initiative (KIEI) web page application. Approximately 80 people attended the four workshops. The attendees consisted of State Chairs, Vice Chairs, state area representatives, IC reps, and Advisory Council members. The attendees participated with ideas and suggestions that will enhance the submission of the KIEI Surveys and reporting of the data.

Les Keeler, who is the web site administrator, and John Kennell were asked to present the KI EI web page application to the KPMI Board. The current web page configuration was presented along with results from real time surveys that had been entered on the web page. We also explained the possibility for future applications that could be added to this system that would be beneficial to the KPMI Board and IC committees. The presentation was well received by the board.

The Kairos Inside Excellence Initiative (KIEI) started out with an Excel Spreadsheet of 13 Categories of questions. It quickly became evident that we had many survey results, lots of data, but no way of interpreting it. As an example, it was impossible to see how we are doing on a National basis. We developed a Web Application and database that gives us the ability to see National, State, and individual Advisory Council information.

The following graphs are from 187 completed surveys in the KIEI-Online database. These surveys are from the Fall of 2011 and the Spring of 2012. Here are 2 graphs showing the National Average for the Category Percentage for the Yes Answers. The first graph shows the 2011 National Average and the second graph shows the 2012.



Similar graphs are available for each State (showing their State Average) and for each Advisory Council (Weekend).

We are working on several enhancements to the web application due largely from comments received at the Summer Conference. After that, we will create

User-IDs for each State Chair and sending them an email so that they can get started using this application. The State Chairs will then set up the user ID's for the Advisory Councils in their state. At that time the Advisory Councils will have access to the web page and report information that have been submitted for their weekends.

Until the State Chairs are notified that they can start using the web page application they need to continue using the KIEI Interactive version of the weekend checklist.

We need everyone's help in making this successful. This information cannot be available for your State or Advisory Council without your help.

We are grateful to those who submitted reports for the 187 Weekends that we have surveys for. Please email us if you have any questions:  
INFO@KairosApps.COM.

KPMI SUMMER CONFERENCE - ST. LOUIS, MO – JULY 24-28, 2012

As always, it was a privilege to represent Texas at the conference, both as the KO representative and as one of the IC Reps. I attended the KO Sub-Committee Meeting which is made up of a representative from each of the states and foreign countries that have a Kairos Outside. We discussed the KO Excellence Initiative process and went through in detail the correct procedures to follow. It was also mentioned that Kairos Outside overall has not had a very good success rate in turning in the reports to the KPMI Program Evaluation Committee (PEC). I'm pleased to say that KO Texas does have a 100% rate of KO Excellence Initiative Reports received. We discussed any concerns about the new KO Manual and the compatibility with EZRA. Unfortunately, it seems as though there are still several areas that do not match up and we are working to correct those. Jo Chapman, KPMI Women's Ministry Coordinator, reminded us that KO is an advisory council driven ministry and the strength and stability of the AC's directly affect the weekends. Regional conference calls are being held among the states and a Yahoo AC Group has been set up by our own Tom Perdue to assist in disseminating information.

The next KO AKT in Texas will be held in Midland on Sept 14-16, 2012 to be followed by Amarillo in April, 2013. It was announced that the next KO #1 in the US will be held in East Texas (Tyler) on September 21<sup>st</sup>. I would ask that you covet those ladies with your prayers – both team and guests.

I am assigned to the Program Evaluation Committee (PEC) whose primary responsibility at this time is to over see the Excellence Initiative Checklists. I work with the KO check-lists and the plan is still on target to have an interactive version by the end of 2012. The Committee is disappointed with the percentage

of reports completed – both KI and KO – and is studying the reasons for the low response.

The business of the International Council Meeting began with committee reports from each of the IC standing committees – Program Evaluation (EI), Volunteer and Guest Recruitment, Finance, Ministry Coordination (KI, KO, K Torch), and International. The position of International Coordinator has been eliminated and KPMI will be focusing more energies on collaborative relationships with existing, in-country agencies. The desire to strengthen Kairos in Central and South America (Peru, Nicaragua, Dominican Republic, Costa Rica, Honduras, etc) is still very strong. If you or your AC would like to help with this endeavor, checks made be made and sent to KPMI with a specific country in the memo line. If you would like to help with a general donation, make the check out to Los Hermanos and send to KPMI. Several motions were voted on and all passed: 1) Code of Conduct document revised; 2) State Chapter Covenant Agreement adopted – replaces existing State Chapter Agreement dated 1-11-11; 3) internationalization of SCCOP; 4) ACOP Food Control Coordinator Job Description amended; 4) rescind the 2003 Organizational Manual.

We heard from the Executive Director Transition Team as to the progress the committee is making and the transition procedures that are in place. The Committee has created a job announcement which has been posted on several websites and has hired an executive search firm to assist in finding the most qualified candidate. To me, one of the most interesting items was a report on the Calvin Edwards Project which has produced the ‘Non-profit Examination’ for KPMI. Since Kairos is facing a leadership change, it is felt that the timing is right to identify and address critical issues which, if implemented, should strengthen the Kairos ministry overall.

As I visited with Kairos brothers and sisters from all locations, I was reminded of the fact that the primary desire of Kairos volunteers everywhere is to bring the love of Jesus to all incarcerated individual and their families. Those of us that are given the opportunity to share in that love are truly blessed.

Julie Cole  
KO State Chair & IC Rep

### **2012 Summer Conf Summary from Dee Seitz**

I was not an official delegate but went as a spouse. I will give my report since Bill Salser, other delegates and I tried to attend as many different meetings as possible. Being new to this side of Kairos, I did not know what to expect. Overall, I found the meetings to be enlightening and they boosted my enthusiasm

for Kairos. I found the daily morning and evening devotionals to be excellent, especially the music. I also enjoyed meeting at meal times with people from other states and learning how they were doing certain things.

**Inside Subcommittee** was chaired by Mike Stumbaugh. The four items the committee sent to for passage (after the winter meeting) got vetoed by John Thompson. Since the veto, there may be a softening. Since Prayer and Share is the heart of Kairos, the AC Liaison should be more active with the Chaplain. The AC is responsible for training on how to do P&S; informal P&S is valid. Pastels are urged to be in 4<sup>th</sup> day groups. Dorm captains have worked well in some units and then presses for the weekly P&S attendance. “You Are Not Alone” may be the first reference to P&S and other talks are urged to put in a mention. (Dee’s note: If you have a 1:2 sponsor/brothers, this is the beginning of P&S). Wounded healers help others. In team formation teach about P&S (especially with new people) using the prayer cards. This is the place to urge getting into an accountability group (May form one from the team members). If time permits, each meeting of the AC should discuss a topic such as P&S, sponsorship, leader recruitment, or confidentiality. P&S and monthly reunions may be held in a prison w/o doing weekends. Read the Red Manual and discuss any problems with the Chaplain (such as requirements made by the chaplain that are not in the book). At team meetings do P&S to teach the team. Teach, Teach, Teach. Mentor those that are not grouping. At the end of a Kairos event, give those that have not attended an Emmaus an application and urge them to attend. There are some states that are implementing reentry programs—Second Chance, Threshold (California), and Crossings (New Mexico). They again urged AC’s to send the board to AK Training. First Steps will help P&S.

**Board Finance Committee and IC Financial Accountability** was chaired by Jim Templeton. Brett Beemer said the Int. Office was implementing new accounting software (not QB) by the end of the year. The audit is done and there are more states out of compliance than last year!! The Int. Office is going to online ordering in two months. The Goliath money is still set aside and will not be touched for anything other than what it was designated for.

**Board Finance Committee** reminded us that fundraisers income is taxed at 15%. State budgets are due Jan 31. They are setting up online giving. Kairos has received ECFA approval which has been the goal for many years. The board looked at the Policy and Practices. Comments, corrections and suggestions were given to Jim Templeton for further consideration. Bob Cole asked me to sit in on this meeting.

I sat in on the **IC Meeting**. This was informative as each committee gave a summary of what they were doing.

I attended the following workshops.

**Current Financial Issues** was chaired by Brett Beemer. The International Office is again in need of help. Several things are being done to try to help them. The need for states to come into audit compliance was stressed as well as budgeting. (One would hope the Int. Office would follow their budget!).

**Funding New International Start-Ups and On-Going Ministries** was chaired by Wayne Park. For me, this was exciting yet sad. They are limited by lack of funds!! They need \$60,604 to fund the programs in Costa Rica, Dominican Republic (may soon be self sufficient and denominationally much diversified), Honduras (gone back to only monthly reunions), Nicaragua (young KPML volunteers and looks promising), and Peru (has transportation problems due to large metro area). It was suggested they bring these needs to the attention of the Banquet attendees and physically pass the bucket for donations. AC's may donate through the Los Hermanos program. We need to watch e-news for updates. They want to start Kairos in Colombia, Haiti and Ghana. Daniel Garcia represented KPML office and reminded us that Australia, South Africa and Canada have Kairos also

**Kairos Donor Advanced** was chaired by George Brown. Since I was familiar with KD, this was helpful. He again said we should send money for Los Hermonas through Texas FS/Treasure. The main goal in designing KD is for Donor tracking and nurturing. This was news to me!! He urged us to send letters out prior to the Kairos event and then afterward. He walked us through the program on how to do these letters. He also said that if a FS changes or the address of the FS changes, you need to go into set up to change these. I am excited to use what I learned here.

**Re-Entry** was chaired by Ford Rowan ([Fordrowan@comcast.net](mailto:Fordrowan@comcast.net)) and Ronan Dillard. I found this interesting as people shared what was happening in other areas. Re-entry has been lacking in Kairos and I was encouraged to hear they were finally beginning to move into this area.

## 2012 Summer Conference Report

### Volunteer and Guest Recruiting Council

These are exciting times in the ministry. Nationally, Kairos is preparing to, or already has expanded into 4 additional states – Wisconsin, Delaware, Wyoming, and Hawaii. This will include all elements of the ministry – Kairos Inside, Kairos Outside, and Kairos Torch.

Our alliance with Kit Cummings and Hope Worldwide continues to develop with upcoming events scheduled in Florida, Georgia, and California. Texas is leading

the way in coming up with the best way to bring their new volunteers into the Kairos community.

Three new recruiting videos will soon be available from KPMI. "Changed On The Inside" produced in Ohio, "Cookies Save Lives" produced in Indiana, and "From Darkness to Light" produced in the great state of Texas.

KPMI is in the process of making the Recruiting Manual (used at last October's outreach program at our state meeting) available to everyone.

The council is always revising the web site offerings and is looking for recruiting success stories that can be published in the monthly editions of the Kairos E-News. Please send examples of what is working to David Ross. Email – [ramswest@aol.com](mailto:ramswest@aol.com)

Comments on Summer Conference by Wendell Seitz  
August 8, 2012

My brief comments on the summer conference in St. Louis. I felt the meeting was very well done. The main thing that I would comment on is that it was very satisfying to hear Bill Rushing say that we could continue for now with 42 participants without having 44 volunteers and not be shut down. I attended the IC meeting on Thursday. The main thing that I would comment on that meeting is that a motion was passed to put together a manual on Code of Conduct. I voted against that motion in that I believe that the code of conduct is sufficiently covered in the Red Manual and that we don't need another manual to have to keep up to date. I attended the workshop on EZRA for KO. It was well done. I still feel that the idea of making copies of the EZRA disk for the Observing Leader and the Advising Leader (and whatever they are called in KO) should be stressed more, and that the leader should do a backup of EZRA every time a few changes are made. He can then email that backup file to the Observing Leader and the Advising Leader so they can restore their EZRA with that file and keep up to date with what the leader is doing. This is also very important for the Observing leader to follow what the leader is doing in EZRA so that he will be more informed for becoming leader.

I also found it very interesting that those that still want to require two more volunteers than participants would never really discuss the pros and cons. They would just say that we should not lower our standard.

In the KI sub committee meeting Pray and Share was discussed a great deal. I believe that if you assign two participants to each of the 21 volunteers at the

tables (the two participants should be from the same table) that they begin to bond the first night. This is the beginning of a bond for Pray and Share. Another unit in Texas has tried this and we have tried it for the past two weekends and it worked great.

### KPMI Summer Conference report

L. Buck Rodgers

It was a great time at the Kairos 2012 Summer Conference despite the record breaking heat had chance to visit with volunteers from other States and Countries as we participated in the ministry discussions notes from LRPC includes:

**Long Range Planning Committee:** the focus of this meeting was to discuss the Calvin Edwards recommendations regarding KPMI as it pertains to (a) the organization and (b) efforts to improve recruiting, finances, and communication. (Copies of Calvin Edwards Advisory Memorandum were passed out to all attendees.)

The LRPC must determine which issues are important to the Ministry and should be included in the strategic plan. What do we want for Kairos five years from now? Once this is determined, we will present to the new Executive Director.

There was some good news for the re-entry committee:

**Kairos Re-Entry committee:** Kairos International has been working on an aftercare program for some years now the last two years very intensely with the forming of an Ad- Hoc committee. At the 2012 summer conference we presented our best practice plan before the KPMI board and received great news ***“KPMI Board of Directors unanimously approved our proposed Re-entry Implementation Plan without exception or change, with being a full board committee.”*** We praise God for his leading and guidance in this important phrase of our ministry. Re-entry serves the Kairos mission by addressing the spiritual needs of incarcerated men, women, and their families during the most critical transition of their lives back into society.

The Re-entry committee recognize that there are many different ministries that are working to support prisoners through their return to society, Kairos is leading a fellowship of non--- profits working together to develop and implement best practice for re--- entry. I have been elected as the representative for the State of Texas and will be glad to answer any questions regarding Kairos re-entry also please feel free to visit KPMI web site for more Information on aftercare.

Had a chance to set in on the Torch workshop and heard some good news there also:

**Torch:** Torch had request to start twenty-eight new programs in 2012!!! Along with a gift of 15,000 to support the torch restart in Amarillo with the possibility to start two more in Texas. Torch is on the move.

**TO:** Kairos of Texas Local Advisory Councils

**From:** Jim Irwin, KOT Vice Chair 2012

**Subject:** Summary Report of KPMI Summer Conference 2012, St. Louis, MO.

First, let me thank all for the privilege to represent you at the subject conference. I am both humbled and inspired each time I attend a KPMI conference. When serving at the local Advisory Council, I had no concept of the extent of the ministry we love. So many saints involved, so much work, so much dedication and commitment and so much love for our Lord Jesus and those who seek him. What a blessing to be there. Thank you again.

I attended the Kairos Inside Sub-Committee meeting early Wednesday morning chaired by our Mike Stumbaugh. There was discussion about ensuring ample references, during each weekend talk, as to the impact on the speaker from their personal grouping experience. The question was raised that if a speaker is not grouping, should he/she be giving a talk. Emphasis was placed on the timing for introducing the term prayer and share on Sunday (Hang in There) so participants could then relate it to what had been called grouping by the prior speakers. The connection would then be made by the participants on the need to follow in Prayer & Share grouping as the speakers had been emphasizing by the impact on their life. The question was raised that should a survey be done to see how the different states are conducting their prayer and share. Is it typical or does it vary? Is such a survey needed? These are being addressed by the sub-committee.

It was mentioned that State leaders and Advisory Council members should be heartily encouraged to take a current AKT training class in addition to the weekend leaders. Also, a good discussion followed about the one on one hosting. It was stressed that this is and always has been a core goal of Kairos. Former Executive Director, John Thompson, had issued a memo saying there would be no changes at this time. However, given the continued level of concerns expressed about the requirement, ideas were voiced as to what recommendations should be given for further thought from a new Exec. Director. One thought was to reduce the degree of importance from 4 to something other than zero on the E.I. report. Another was to modify downward the team size from the number of participants plus two subject to no team members working as family servants. John Kennell, our member of the International Council Program Evaluation Committee will likely be reporting and have more to share about this item.

On Wednesday afternoon, I visited the International Council (IC) Domestic and International New Start Committee first meeting. They were organizing after having been under the direction of the KPMI Board and now were under the direction of the IC. Bill Young will Chair this committee. It was mentioned that due to the current budget crunch, no funding was dedicated to assist the new starts programs in Nicaragua, Honduras, Costa Rica, Peru, Dominican Republic and South Africa. Some weekends were being cancelled due to lack of funds. The Los Hermanos program was being reactivated to allow funds to be directly allocated to the particular /country by individuals or by domestic Advisory Councils. I trust we

will soon be hearing more about the Los Hermanos fund from Bill Salser. This newly organized committee is working on preparing and seeking approval for their charter.

I attended the International Conference (IC) Meeting all day on Thursday. Committee reports were given and Tom Kemner, our interim Executive Director, asked Wayne Parks to make a brief appeal of the need for funding to support the International Advisory Councils especially those in Central and South America. The reactivation of the "Los Hermanos" fund was again discussed.

Five motions were made by the Committee on Communication. They were passed by the IC for further action by the Board as appropriate. One motion was to revise a 2007 version of a Code of Ethics. The document was revised and renamed as a Code of Conduct. I welcome this document and trust it will be well received by all. It had much input from volunteers, IC reps., members of the KPMI Board and KPMI staff. Also, the State Chapter Covenant Agreement has been simplified for the volunteer by mitigating the legal phrases previously included.

On Friday morning, I attended a Torch Workshop presented by Beverly Hankins. She is a Torch trainer and conducted a helpful and informative Torch 101 class. I was blessed by being asked to participate and read the Father's Forgiveness portion of the Forgiveness talk. Had a hard time reading it. It is powerful. Have set a personal goal to continue to learn more of Torch possibly AKT training as well.

Next was also a Torch workshop presented by Gay Taft. Found out all the masks that adult and young people learn to wear by the experiences of life. This is a key part of the Torch weekend. I made an anger mask for myself and when asked, I shared how I came to wear that mask.

Next was a wonderful workshop by the KPMI Board's Ad Hoc committee on Re-entry and Aftercare. It was presented by David Foster, Ford Rowan and Ronan Dillard. They developed a program whereby Kairos volunteers could become directly involved in Aftercare without violating Kairos policy. Earlier in the morning, the Board had approved their recommended program. Kairos volunteers can form a non profit corporation (i.e. Ministry) that complies with that policy/procedure proposed by David et al. The corporation is not part of Kairos but is endorsed by KPMI once an application has been approved. A copy of a Ministry Self Audit Form is available that describes pre-requisites and tasks for the Ministry to complete to secure KPMI approval. It lists preconditions, inside preparations, mentoring and community support needs for arrangement by the ministry seeking KPMI endorsement. The Self Audit Forms and Application for Endorsement Form should soon be available at the MyKairos.org website. In the interim, more information can be obtained by contacting David Foster at [jfoste7@Columbus.rr.com](mailto:jfoste7@Columbus.rr.com) or phone (614) 537-0478.

On Saturday morning, I attended an Excellence Initiative Workshop led by Les Keeler and Bill Rushing. Les Keeler is performing a yeoman's task in developing the E. I. reporting system. Each time I see the newest version, I am amazed at what can be done with an Excel spreadsheet, a computer, e-mail and Les Keeler's talent and work. For the first half of 2012, Texas held 44 weekends. Texas had 100% compliance with submittal of the reports. There were a total of 6 states with 100%

compliance of the 31 states holding weekends including K.I., K.O. and Torch programs.

As you are likely aware, Driskoll Tubbs is supporting Bill Salser by contacting and conducting an interview with the person filing the E. I. report. Bill Salser then reviews the report (all 90 each year) and sometimes questions come up. On occasion, an adjustment or comment is needed. That was not possible but now it is. Les has also built in checks and balances to limit who can view what reports to protect confidentiality. We all recognize that none of us are perfect, but as in our personal spiritual lives, we do not allow that to preclude us from pursuing perfection. So it is with Kairos. Our E. I. reports are not a performance yardstick but rather a way to flag concerns to see if we can improve or if perhaps our program requirements need revision. God bless all in our labor for Christ.