

Kairos of Texas State Chapter Committee Meeting
Hill Country Bible Church, Austin, TX
July 13, 2019

Chair: Ray Sims

Executive Committee present: Ray Sims, Scott Baker, Steve Newton, Bob Crane, Driskoll Tubbs, Robert Kimmel, Dickson de la Haye, Joaquin Ytuarte, Teddy Carson, and Debbie Van Pelt.

Units not represented: Clements, Dalhart, Estes, Jester III, Jordan, KO Ft Worth, Lynaugh, Montford, Neal, Smith, Terrell, Torch YCHP (Amarillo), Vance & Wallace Pack.

Minutes

Gathered for Fellowship and Refreshments from 8:30-8:45 with Praise and Worship led by Scott Van Pelt. Scott also gave an opening prayer.

Ray Sims called the meeting to order with a “Thank You” to all those attending and helping to advance the Kairos of Texas ministry. He also recognized those attending for the first time.

Ray Sims announced the recent loss of Joy Drady’s beloved husband Richard Drady. Ray read the formal published announcement sharing that Major Richard Drady’s funeral will be conducted August 10, 2019 in San Antonio. Accordingly, Joy was not present for the meeting but is sincerely missed. He asked that all keep Joy in their prayers and noted that Joy intends to be “present” at the KPMI Annual Conference later this month.

Roll Call was taken by Scott Baker in Joy’s absence. And in the tradition Joy initiated for KOT Quarterly Roll Calls, all acknowledged attendance with “Present” as opposed to “Here”. Units not represented are listed above.

David Mosser, State Clergy Coordinator, gave the opening devotional:

- From John Chapter 1:35-39: ³⁵ The next day John was there again with two of his disciples.³⁶ When he saw Jesus passing by, he said, “Look, the Lamb of

God!”³⁷ When the two disciples heard him say this, they followed Jesus.³⁸ Turning around, Jesus saw them following and asked, “What do you want?” They said, “Rabbi” (which means “Teacher”), “where are you staying?”³⁹ “Come,” he replied, “and you will see.” So, they went and saw where he was staying, and they spent that day with him. It was about four in the afternoon.

Chaplain Mosser noted that this is how we in Kairos need to lead. Invite people to come to Kairos and to see it for themselves.

- Chaplain Mosser then relayed a story about an unmarried couple that lived across the street from his church. This was not an inviting situation for the church. But the church was made aware of a broken door handle on the front door of the home and the couple lacked funds to repair it. The church sent a volunteer to fix the door knob. They fixed it, but in the process recognized that the door frame was damaged and needed to be fixed so that the handle could operate. The church fixed the frame but realized that a new door would be required to properly seal the entry. So, the church also replaced the door. In the process, they noticed that the refrigerator door had to be kept closed with duct tape. The church decided to fix the unlevel floor in the kitchen so that the door could operate properly and, in the process, decided to replace the refrigerator. In the process of performing these repairs, they observed that the house really needed painting and that new furniture was required. (Etc, etc, as only Chaplain Mosser can communicate.) The end result was that the house had to be totally rehabilitated, and the church made this happen.

The point of the story is that this is what we do in Kairos. We can't just “fix” the door knob. The needs are much greater, and the Kairos model is to provide a continuing ministry of love as the needs are great and God will provide us with what we need if we are but faithful and persistent.

Ray Sims introduced **Ms. Cynthia Lowry, TDCJ Region 3 Chaplain**, who explained:

- People in Kairos surely wonder sometimes if they are making a difference. She suggests that we can have “Influence” on others that is beyond measure. “You can count the apples on an apple tree, but only God knows how many

apples are in a single seed.” We must continue to persevere and know that the benefits are beyond our imagination.

- She cited an example of Edward Kimball whom we have probably never heard about. He was a Sunday school teacher who taught young hyper boys and felt it was like herding cats, but a mission that he was going to fulfill. He finally zeroed-in on one of his boys, Dwight L Moody, and led him to Christ. Dwight then went on to preach on two continents! What an achievement!

But Dwight Moody influenced another man, Wilbur Chapman, who went on to preach to thousands including Billy Sunday, who became a pastor and began evangelistic crusades, and Mordecai Ham, who became an active evangelist. Ham moved to Charlotte, NC and preached at a local High School. In the school audience was Billy Frank who was converted. Billy Frank is who we know today as **Billy Graham**.

So we can provide enormous influence, and perhaps never realize it. But our work in Kairos is not in vain. We are doing what God would have us do, and God will multiply the impacts of our influence if we remain faithful to the mission of Kairos.

Ray Sims then introduced **Gina Brockmeyer, KPMI Women’s Ministries Coordinator** from DeBary, FL.

- Gina introduced herself as Program Coordinator for Kairos Women’s ministries
- She was a Kairos volunteer for many years in Maryland and became the State Chair
- Recruiting and Fundraising are issues near to her heart
- Her message is, “Thank You for your service”. As a result, we have Kairos in 37 States and 9 foreign countries. She wants us to know that our work is not taken for granted.
 - o KI Women is in 30 states and 5 foreign countries
 - o Kairos Torch is in 14 states and 2 foreign countries
 - o And we are clearly “Better together”

- We have an incarceration crisis in America:
 - 6.5 million people have an immediate family member incarcerated
 - 1 in 5 have a parent incarcerated
 - 1 in 8 have a child incarcerated.
- Four big factors determining recidivism are:
 - Education
 - Jobs
 - Family Support
 - Housing
 - In Kairos, we are addressing in a significant manner Education via KI, and Family Support via KO and Torch. Look at sharing with people the opportunities we have to offer via KO and Torch.
- “Come and See”, as Chaplain Mosser spoke earlier, is key!
- Gina noted that we ALL struggle with Recruiting and Fundraising so suggests:
 - Do nothing without a plan, and pray first
 - Lay a good foundation
 - Lead well
 - Plan for the future by building a strong AC
- Some Good News to report and celebrate is that:
 - Torch had 270 new mentors last year.
 - 1 state opened 7 new Torch facilities last year
 - In KI, we globally did 444 Weekends last year
 - In KO, we did 108 Weekends last year

- KPMI now has a supply of the very popular “Journey to Freedom” Bibles and Discussion Guides. Approximately 12,000 have been distributed to date and each AC can have a case of Bibles for free.
 - KPMI has some new Retreat ideas for KI on the website
 - EZRA has now been launched for Kairos Torch.
 - Kairos Messenger has been rolled out. Gina noted that to the extent we fill out the EZRA software accurately and completely, the value of our Kairos Messenger database will be enhanced.
- And finally, this is God’s ministry, not ours. But we get to sit on the front and see it all happen.

Ray Sims – Chair Comments

- 64 from Texas will be attending the Annual Conference in Orlando July 23 through July 27. He encouraged all representatives to get involved, meet people, and take copious notes as there is much to share with their ACs.
- All AC elections with the exception of 4 are now recorded in Kairos Messenger
- We will have KOT elections coming up in the Fall so we will be talking about these in the coming months. The election process will be run by Joaquin Ytuarte, Red Gilbert, Teddy Carson and Driskoll Tubbs so speak with any one of them if you have an interest in serving
- Fundraising and Recruiting remain core issues. If you address the Recruiting issues, the money will come.
- All AC’s need to focus on establishing the future leaders for their Weekends and should by now have all leaders currently in place for 2020.
- For a Weekend to be approved, the Leader must first be AKT trained and a Spiritual resume submitted.
- Affiliation Agreements need to be executed annually and we must operate in full compliance.

- We are all volunteers. When we are striving for full compliance, we may feel a little uncomfortable, but that is probably where we need to be.

Steve Newton – **Financial Report (Summary through May 31, 2019)**

- The Financial Reports were distributed to all.
- At a Summary Level, Total Income was \$1.1M and Net Income was \$67K. Our single biggest expense is the cost of conducting Weekends, 82% of which is for Housing/Facility Rental and Meals.
- KOT remains fiscally stable and healthy.
- Random Financial Audits of 15 AC's were conducted, and the Daniel AC audit received a perfect score. KOET and Ferguson audits received scores above 99%. The other 13 audits were not so good.

Bob Crane – **Treasurer's Report**

- State Sales tax exemption forms are available and all units are encouraged to use them.
- 2nd Quarter Affiliation Dues are currently due
- If you had a private room Friday night, please send a check for \$60 to Bob as the nominal room cost is \$120 and KOT compensates only for semi-private accommodations.

10:30 to 12:30 - BREAKOUTS FOR FINANCIAL TRAINING, SECRETARY TRAINING, AND KAIROS OUTSIDE

Plenary Session continued with the following Presentations:

Jam Jaramillo – **Former Inmate Testimony**

Jam spoke for a few minutes about his experiences in prison over more than 30 years of incarceration, predominantly in Eastham. He was not a model inmate and was openly combative and angry which led to his 17 incarcerations in Ad Seg. He eventually was placed into a Kairos Weekend in 2002 and it changed his life. He is now a Kairos volunteer in the Telford Unit and praises the impact Kairos has had on his life.

Driskoll Tubbs – **KOT Elections**

- The 2020 KOT election process will be run by Driskoll Tubbs, Joaquin Ytuarte, Teddy Carson and Red Gilbert
- All Executive positions will be running for re-election with the exception of Dickson de la Haye, one of our International Council Representatives.
- To be considered for a Board position, a person has to have served for the last two years in an Executive role.
- One IC Rep position will definitely be open for election. The Key responsibilities of an International Council Rep are to:
 1. In partnership with the Kairos program staff, advise and assist the CEO in carrying out responsibility for supervision of the ministry programs.
 2. In partnership with the CEO, and the Kairos program staff, shape the programs of the ministry that have been approved by the Board of Directors.
 3. Assist the CEO in ensuring that the policies of the Board of Directors are complied with.
 4. Advise the CEO on ways to enhance communication within the ministry.
 5. Elect the Board of Directors so that its composition complies with the Bylaws.
 6. Ratify the Board of Directors annual appointment to the Board.
 7. Ratify the Board of Directors selection of the CEO.
 8. Provide advice to the Board of Directors on the Mission, Vision, and Strategic Plan.
 9. Enact amendments to the Kairos Bylaws.
 10. Represent their state or country in matters coming before the IC as appropriate. It is important that IC Representatives take those issues and gain input from the State Chapter Committee to vote according to their state's needs. IC Representatives also represent all programs that operate in their state. This may require some additional familiarization with other Kairos programs.
 11. Represent Kairos in their state or country, ensuring that policy, procedural, and program directions are shared.

12. Serve as a leadership resource to the ministry to help resolve issues related to the spiritual, operational, and financial health of the ministry.

Robert Kimmel – International Council Report

- At the Annual Conference there will be a number of Break-out Sessions on a number of topics. You should attempt to experience as many as possible
- This year the Conference will also be trying Information Booths to focus closer on your specific issues. This will be the first time this has been tried so come and experience it.

Dickson de la Haye – International Council Report

- Dickson will be working Recruiting / Outreach techniques sessions at the Annual Conference
- There are some great Conference plans this year for maximizing the value to all of the Conference attendees
- Cheryl Glasgow has created some amazing materials to support their Committee. She recently broke her leg but plans to be at the Conference.

Driskoll Tubbs – International Council Report

- There will be a great Workshop at the Conference for men serving in KO
- Driskoll encouraged all men to serve on a KO Weekend

Joaquin Ytuarte – International Council Report

- Joaquin will be Participating on a Diversity Panel
- Joaquin also encouraged those attending the October Quarterly Meeting to get reservation requests in to him as soon as possible because there is a musical festival that Weekend which will consume a large number of rooms.

Michelle Edwards (Substituting for Teddy Carson) – Kairos Outside Report

- The KO/KI affiliations have been adjusted and updated to reflect a more equitable allocation of KO responsibilities for both KI and Torch Closings.
- A copy of the new alignments have been distributed to all.
- 10 Spring KO Weekends were completed for a total of 163 Guests. If the 43 KI Weekends that were conducted in the same timeframe had each encouraged 5 people to participate as a KO Guest, that would have increased the number of women engaged in a KO Weekend from 143 to 300!
- Michelle encouraged all State Reps to 1) Ensure their KI teams are familiar with KO and talk to the residents in each Unit. 2) make sure the Units have Guest Reservation forms available and encourage their use, 3) Make sure the

residents understand the importance of KO to their loved ones, and 4) Work with your affiliated KO Community to ensure all are aware of the KO program.

Bill Salser – **Torch Report**

- In April of this year KOT asked Bill to focus on three units/areas that might provide the best opportunity for new Torch programs in the near future. A big part of this decision is identifying contact people that know the areas and would have the greatest ability to navigate the administrative web to initiate a new program. The target programs will be the TJJJ registered post-adjudication facilities listed in the official registry.
- Bill has selected the three most likely areas as Central Texas, Hays County Juvenile Probation facility in San Marcus with Dickson de la Haye as the lead representative for Kairos Torch in the San Antonio to Waco area. Audrey Duke (Rivera) in the Dallas/Ft. Worth area will pursue potential opportunities in the metroplex area. Bill will continue to focus on the restart of the Torch-Katy program and possible expansion into the other two Harris County post-adjudication facilities.
- Dickson has recently made the acquaintance of one of the Hays County Judges who has encouraged Dickson to send an email to his office that can be reviewed for internal discussion and offering to the appropriate decision makers. Dickson has forwarded the email and is awaiting a response.
- Audrey has provided Bill with a Kairos Volunteer that potentially has the interest to head up a Torch New Start and might also have an upper level contact within the organizational chain of the youth facility at Granby, Texas. The team is in the process of following up on this opportunity.
- We finished the first weekend of the restart of Torch-Katy with a group of eight young men and are now in our fourth month of weekly mentoring. We will also have our next weekend, an all-girls weekend, on October 18, 19 & 20, 2019. Yes, the facility does house both boys and girls. It will be a challenge and will be the first all-girls weekend in Texas.
- We received word last week that our next target facility, the Chimney Rock Facility in southwest Houston, will no longer be used as a post-adjudication facility starting in October 2019. The County Probation Judges have studied the past history of incarceration in the Harris county facilities and reviewed numerous case studies to come to the conclusion that the youth should be handled differently. More hardened youth with major crimes will likely be sent to state run long-term facilities. Youth with multiple truancy issues and/or up to mid-level misdemeanors will be returned to their families but with very strict probation conditions for both youth and parents/guardians. The group of

- youth in between these two groups will be retained in either Leadership Academy or the Seabrook facility in far southeast Houston as they are now.
- The number of youth being detained in the Harris County post-adjudication facilities will be reduced from 356 now to approximately 200 in the future.

Sub Committee Reports

Outreach / Recruiting – Dickson de la Haye

- Feedback quality and quantity to the ROCK Newsletter is very poor. The Committee works very hard to develop the materials and desperately wants to hear feedback
- The ContactUs links on the KPMI and KOT websites attract a lot of inquiries from people who would like to volunteer. The problem we are having is that the AC's need to aggressively pursue these volunteer leads, but our responses are meager at best. Remember that a new Volunteer may not even know what a Weekend is. We need to treasure these leads and assume that the interested party knows nothing about Kairos.
- KO recruiting is very different, and KI is very useful and key to KO Recruiting.
- Dickson noted that roughly half of the women who sign-up for a KO Weekend actually do show up.

New Starts – Chuck Ockrassa for Tom Barnes

- **Bridgeport**, a KI program for men, had Weekend #1 in May. 40 of the Participants finished the Weekend. The next Weekend is scheduled and approved for October 24-27, 2019
- **Wallace Pack** – This is a KI Unit in Navasota, TX that will conduct its first Weekend October 3-6, 2019. The Leader will be Mark Oncken. The AC currently has 12 members. Weekends #1, 2, 3 & 4 are scheduled and approved, and all 4 Weekend Leaders have been AKT trained.
- **Crain** – A women's Unit near Gatesville. They have achieved ad hoc status with 4 AC members. They have applied for and been approved for Kairos. A first Weekend has not yet been planned but Prayer and Share will commence October 5, 2019.
- **Ramsey** has commenced Prayer and Share.
- **Ellis** has commenced Prayer and Share with about 35 Participants.

Excellence Initiative Report - Scott Baker

- 57 of 113 planned Weekends have been conducted

- We have completed EI Reports for 100% of the 2019 KO Weekends conducted. 80% of the Women's KI Units have completed their reports. About 2/3 of the men's KI Units have completed their EI Reports.
- We encourage every AC to look at their respective EI Reports to understand where they are and what may need to be improved. It is not a Report Card for KPMI or KOT, but rather a tool to be utilized by the AC's to identify areas of improvement.

Trailers - Jeff Coatney

- Kairos owns 25 trailers. All but one, has compliant insurance coverage in place. All Units utilizing non- Kairos owned or rented trailers need to have insurance in place with a \$1M rider naming KPMI as an additional insured.
- KOT needs additional Refrigerated trailer (Reefer) capacity to serve our growing ministry. Jeff recommends that Kairos of Texas purchase a new refrigerated Trailer. The trailer would be primarily used in the SW Region by the Lockhart and Torres AC's. The trailer that these 2 units had been using was transferred to the North Region to satisfy an immediate need. The cost of a new trailer will be about \$12,000. Jeff will process the paperwork requesting KOT to approve the purchase

Website Development – Cheryl Glasgow (Cheryl was sick)

Fundraising – Jim Lodovic (Jim was not present)

Chair Comments – Scott Baker for Ray who was in a KO breakout meeting

- Thanks to all for participation
- Deposit your mileage reimbursement forms before you leave
- We look forward to seeing all who are attending the Annual Conference later this month.
- Please stay and help clean up if you can spare a few minutes.

The **Meeting Closed** with music led by Scott Van Pelt at 2:30PM