



**Kairos Prison Ministry International, Inc.**

**Annual Report  
2016**

**Celebrating**



**of Ministry Excellence  
1976 ~ 2016**

The mission of the Kairos Prison Ministry is to share the transforming love and forgiveness of Jesus Christ to impact the hearts and lives of incarcerated men, women and youth, as well as their families, to become productive citizens of their communities.



**Kairos Prison Ministry International, Inc.**  
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[www.kairosprisonministry.org](http://www.kairosprisonministry.org)

# Message from the CEO



In 2016 Kairos celebrated 40 years of ministry. It all began with a man that felt he had to do something and then stepped out in faith to work in ministry in prisons. He gathered a team of men to serve with him and they became our Kairos founders, and are lovingly referred to as the 'Nine Old Men'. They developed a program that concentrated on sharing the forgiveness and love of Jesus Christ to transform the lives of incarcerated men. The ministry then grew into other men's facilities, to women's facilities, and to other states. In just a few years Kairos had become a national ministry.

Later on, Kairos added the Kairos Outside program for women affected by incarceration, Kairos Torch for incarcerated youth, and also expanded to an international ministry. God continued to guide this ministry and increase the number of lives that were positively changed over the past 40 years.



Evelyn Lemly  
CEO

Growing from one facility in Florida, to 494 communities in 35 states and 9 international countries in 40 years, was truly a reason to celebrate in 2016. More than 30,000 volunteers offered their time and passion for Jesus Christ each year to share with over 27,000 people impacted by incarceration.

One of our mottos from our founders is "Listen, listen, love, love" where as we listen and serve we demonstrate and share the love of Christ. God was definitely at work in Kairos in since 1976 and we look forward to the next 40 years of serving.

## Kairos Board of Directors

Vicki Spurgeon, Chair

Von Brister, Vice Chair of Planning

Don Setterlof, Vice Chair of Operations

Barb Jensen, Secretary

Terry Crockett, Treasurer

Directors: Steve Smith	David Garmus	Emma Jones	Kathleen Cabraja
Karen Rayer	Kelvin Thompson	Lee Turner	Larry(Buck) Rodgers
John Miller	Ken Perduyn	Lettie Carr	Evelyn Lemly

## Kairos Foundation Board of Directors

David Garmus	Mike Springer	Ronald Smith	Carol Ihrig
David Farmer	Vicki Spurgeon	Von Brister	Terry Crockett
Barb Jensen	Evelyn Lemly		



## *Message from the Board Chair*



Vicki Spurgeon  
Board Chair

In 2016, Kairos celebrated growth in the Ministry through 40 years of service to the incarcerated and those impacted by incarceration. Evidence of the transforming love of Jesus Christ was seen through personal testimonies as well as new facilities and communities being added throughout the country and around the world. Local volunteers and donors are truly the hands and feet of Christ as they demonstrate the motto “listen, listen, love, love” to participants and guests, as well as fellow team members.

When we gathered during the annual conference held in Orlando, FL to celebrate the 40<sup>th</sup> anniversary of Kairos it was clear that many of those who began this ministry and served so many years ago never imagined the impact their vision and dream would have.

As we look forward, this governing board strives to remember the motto in our words and actions, remain focused on spiritual growth and health, be good stewards of time, talent and resources, and dream of growth in facilities, communities and settings around the world while having sufficient volunteers for excellence to be achieved in all of those locations. We continue to keep the Kairos mission and vision at the forefront of what we do in Kairos.

### **KAIROS STATEMENT OF FAITH**

The people of Kairos are called by God to share the love of Christ with those impacted by incarceration. Kairos encourages believers from a variety of Christian traditions to be volunteers in this Christ-filled ministry.

Kairos programs offer to prison residents, their families, and those who work with them the opportunity to receive God’s forgiveness through faith in Jesus Christ, and to grow in their faith and servanthood in Christian community. We stand on the common ground of the following elements of faith:

**We in Kairos believe:**

*The Bible is God’s authoritative and inspired word for our faith and our lives.*

*In the Trinity of the Father, Son and Holy Spirit.*

*In the deity, death and resurrection of Jesus Christ.*

*Friendship with God is a free gift, for God so loved the world that He gave His one and only son so that whoever believes in Him shall not perish but have eternal life.*

*The love of Jesus Christ motivates His followers to provide food for the hungry, drink to the thirsty, welcome to the stranger, clothes for the naked and visits to the sick and those in prison.*

*In sharing the love and forgiveness of Jesus Christ with all incarcerated individuals, their families and to those who work with them inside and outside the correctional institution.*

# Kairos Programs



## KAIROS INSIDE 2016



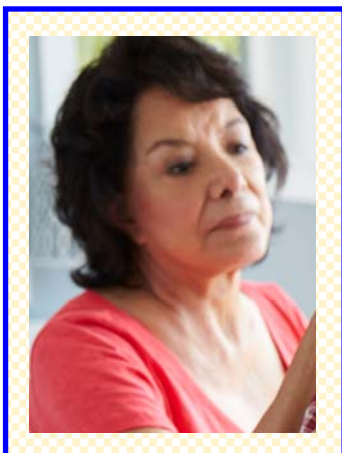
- ◆ Kairos Inside (world wide) experienced a 3.5% growth by adding 11 new Advisory Councils
- ◆ Kairos Inside had 377 Advisory Councils in operation (307 men and 70 women)
- ◆ 40 consecutive years after the #1 Kairos weekend at Union Correctional, the #80 Kairos Weekend was held on April 21, 2016
- ◆ 16 #1 Kairos Inside Weekends, 13 men and 3 women
- ◆ 597 people attended 19 Kairos Inside Advanced Kairos Trainings
- ◆ New program manual launched mid-year
- ◆ Advanced Kairos Training (AKT) Train the Trainers completed
- ◆ New Advanced Kairos Training (AKT) format launched
- ◆ EZRA updated to match new program manual
- ◆ Kairos Inside Weekend leadership track implemented to help Advisory Councils plan and to provide Weekend Leaders with more experience prior to becoming a Weekend Leader



## Kairos Outside 2016



- ◆ Kairos Outside launched a new program manual in May 2016
- ◆ Tools utilized by the Weekend Leaders to conduct their Weekends, including Advance Kairos Training Outside and Ezra, were updated to parallel the new program manual



- ◆ Train the Trainers event in December, 2016. Advanced Kairos Trainers from the United States, Australia, South Africa, and the United Kingdom attended the 4-day event held at the International office in DeBarry.
- ◆ Four # 1 Weekends worldwide; one in the United States, two in Australia, and 1 in South Africa
- ◆ Added six new Advisory Councils in 2016, five in the United States and 1 in Australia.
- ◆ More than 6,000 hours of training was provided to Kairos Outside volunteers
- ◆ Kairos Outside operated in 90 communities worldwide in 31 states and five international countries
- ◆ 123 Volunteers attended Advanced Kairos Training for Weekend Leaders in the United States

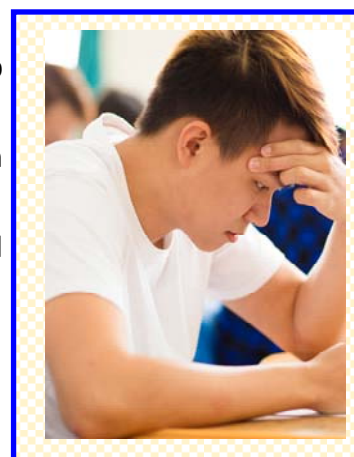


# Kairos Programs

## KAIROS TORCH 2016



- ◆ Updated and released new Kairos Torch Program Manual
- ◆ Updated and released new Advanced Kairos Training (AKT) materials for Kairos Torch
- ◆ Updated the Kairos Torch Mentor’s Guides for Boys
- ◆ Continued writing materials for Ezra for Kairos Torch for launch in 2017
- ◆ Held 3 day “Train the Trainers Retreat” to update, clarify and equip trainers with the most up-to-date tools and methods we have available
- ◆ Assigned trainers to assist the Youth Ministry Coordinator in setting up new starts on the horizon
- ◆ Identified 40 facilities that are interested in have the Kairos Torch program in their facility
- ◆ Signed Memorandum of Understanding (MOU) in New York and Mississippi
- ◆ Over 2,500 hours of training was provided to Kairos Torch volunteers
- ◆ Kairos Torch operated in 28 communities worldwide in 2016
- ◆ Kairos Torch Sub-Committee Members wrote 50 devotionals- one for each of the five team formation meetings themes to be placed in Ezra for Kairos Torch



## Kairos International 2016



Kairos Prison Ministry International operates in 9 International Countries:

- |                      |                  |
|----------------------|------------------|
| ◆ Australia          | ◆ Nicaragua      |
| ◆ Canada             | ◆ Peru           |
| ◆ Costa Rica         | ◆ South Africa   |
| ◆ Dominican Republic | ◆ United Kingdom |
| ◆ Honduras           |                  |

2016 International Growth

- ◆ One #1 Kairos Inside Men’s Weekend in Dominican Republic
- ◆ Two #1 Kairos Outside Weekends in Australia
- ◆ One #1 Kairos Outside Weekend in South Africa

Kairos grew in the International Countries with 82 Advisory Councils and in 2016 and continued to lay the groundwork for even more expansion in the years to come.

# Financial Information



## 2016 Consolidated Statement of Activities

### Support and Revenue

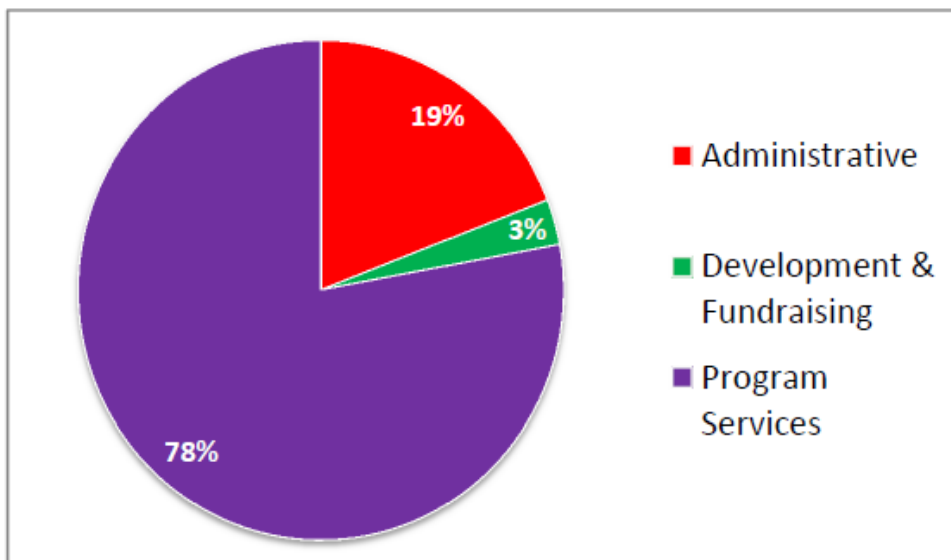
Contributions	6,576,056
Training	58,590
Other Income	18,284
	<hr/>
\$	6,652,930

### Operating Expenses

Administrative	1,174,201
Development & Fundraising	181,637
Program Services	4,786,488
	<hr/>
\$	6,142,326

### Net Assets

Increase (Decrease) Net Assets	510,604
Net Assets - Beginning of Year	4,935,400
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Net Assets - End of Year	\$ 5,446,004



Data based on  
2016 Audited  
Financial  
Statements for  
all U.S. Kairos  
Entities



# ACTIVE ADVISORY COUNCILS THROUGH DECEMBER 31, 2016

	<u>(U.S.) STATE NO. OF AD COUNCILS</u>	<u>MEN'S INSIDE</u>	<u>WOMEN'S INSIDE</u>	<u>KAIROS OUTSIDE</u>	<u>KAIROS TORCH</u>	<u>STATE TOTALS</u>
1	ALABAMA	12	2	2		16
2	ALASKA	1	1			2
3	ARIZONA	1	1	3		5
4	ARKANSAS	5	1	1		7
5	CALIFORNIA	13	3	5	1	22
6	COLORADO	5	2			7
7	CONNECTICUT	2	1	1	1	5
8	DELAWARE	1	1	1		3
9	FLORIDA	29	4	4	2	39
10	GEORGIA	20	4	2	1	27
11	IDAHO	1	1	1		3
12	ILLINOIS	4		1	1	6
13	INDIANA	13	2	4	4	23
14	KANSAS	2	1	1	1	5
15	KENTUCKY	1		1		2
16	LOUISIANA	5	1	2	1	9
17	MAINE	1	1		1	3
18	MARYLAND	6	1	1	1	9
19	MISSISSIPPI	4	1	3	1	9
20	MISSOURI	2	1	2		5
21	N. HAMPSHIRE	2	1	1		4
22	NEW MEXICO	4	1	1		6
23	NEW YORK	5	1	3	1	10
24	N. CAROLINA	12	4	3	0	19
25	OHIO	18	4	3	4	29
26	OKLAHOMA	5	1	1	1	8
27	OREGON			1		1
28	PENNSYLVANIA	7	2	2		11
29	S. CAROLINA	11	2	1		14
30	TENNESSEE	5	3	3	1	12
31	TEXAS	41	4	10	2	57
32	VIRGINIA	15	3	1		19
33	WASHINGTON	4	1	2	0	7
34	WEST VIRGINIA	5	1			6
35	WISCONSIN	1		1		2
	<b>U.S. TOTALS</b>	<b>263</b>	<b>57</b>	<b>68</b>	<b>24</b>	<b>412</b>
	<b>NO. OF U.S. STATES</b>	<b>34</b>	<b>30</b>	<b>31</b>	<b>15</b>	<b>35</b>

1	AUSTRALIA	19	3	14	2	38
2	CANADA	1		1		2
3	COSTA RICA	1	1	1		3
4	DOMINICAN REPUBLIC	1	2			3
5	HONDURAS	1	1			2
6	NICARAUGUA	1				1
7	PERU	1	1			2
8	SOUTH AFRICA	17	4	5	1	27
9	UNITED KINGDOM	2	1	1		4
	<b>NON-U.S. TOTALS</b>	<b>44</b>	<b>13</b>	<b>22</b>	<b>3</b>	<b>82</b>
	<b>WORLD TOTALS</b>	<b>307</b>	<b>70</b>	<b>90</b>	<b>27</b>	<b>494</b>

# KAIROS VISION

*A Community spiritually freed from the effects of imprisonment  
reaching all impacted by incarceration,  
through the love, hope, and faith  
found in Jesus Christ.*

## KAIROS CORE VALUES

Kairos Prison Ministry Core Values guide our behavior and actions as a board, staff, and volunteers:

### **Lay led, Christ centered Ministry**

We are Christians who believe in the Holy Trinity and honor and live the teachings of the Bible and our Lord and Savior, Jesus Christ. We conduct the ministry while inviting all to attend as Guests or Participants in Weekends and program-specific follow-on activities to build Christian community.

### **Empowerment while Building Accountability**

While we empower the local volunteers to conduct the ministry, we are accountable to excellence and performance at the highest standards and authority of the ministry. We empower Guests or Participants to be accountable for their lives and be transformed by Jesus Christ.

### **Continuing Ministry Model to Build Community**

We believe in the importance of enabling relationships to build community, thus our model includes the Weekend experience, followed by Guests or Participants gathering regularly for accountability, support and prayer. The full complement of the well-defined returning model is necessary for the community to prosper.

### **Trustworthy**

We believe that we must be honest and truthful in our personal conduct as we represent the ministry consistently and with integrity. We are obedient to God in everything we do and obedient to the guidelines of the Kairos ministry programs.

### **Respect and Love**

We believe in respecting each person with dignity while modeling Christ love. We practice 'Listen, Listen, Love, Love.'

### **Stewardship**

We believe that we must be good stewards of our ministry's programs, funds and resources, as well as our personal time, talent and treasures.

