

God's Special Time

Fall 2008

News from Kairos Prison Ministry International

Vol. 32, No. 3

A Different Format for the 2008 Summer Conference

The 2008 Summer Conference had a different schedule than in years past. The KPMI Board of Directors participated in a 2 day workshop on Wednesday and Thursday and finished up in time for the Committees to hold their meetings late Thursday afternoon prior to the actual Board meeting on Friday morning. The workshops began Friday morning also and concluded on Saturday afternoon.

Although this may have presented a few last minute schedule changes, most Board members felt the workshop was very worthwhile and professionally presented to them by Chuck Loring, BoardSource facilitator. The workshop included information on governance, fund-raising, accountability and many other Board-related topics. Mr. Loring also provided information regarding different modes of Board restructuring and answered a variety of questions dealing with Board size, accountability, representation, etc.

Another highlight of the conference was Executive Director, John A. Thompson, Jr, recognizing long-time volunteer Thornton Crouch, South Carolina, with an "Outstanding Service Volunteer" award during the Saturday night banquet.

Thornton has been a Kairos volunteer for 25 years and was President of Kairos in 1988 and 1989, now serving on the board as an At-large member. He's served in



OUTSTANDING VOLUNTEER

At left, Thornton Crouch displays his "25 Years of Outstanding Service as a Kairos Volunteer" award. He is pictured with his wife, Arlene, and George Brown, California Committee Chairperson.

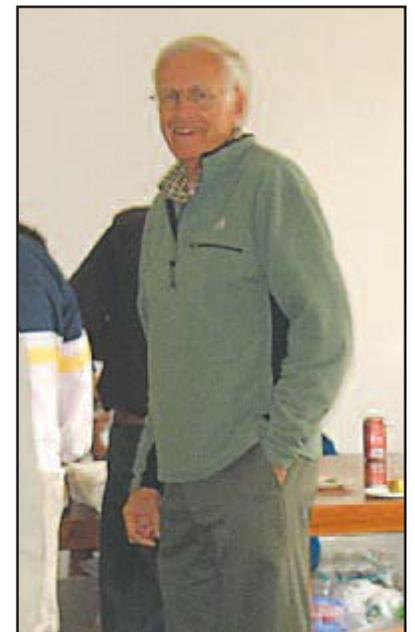
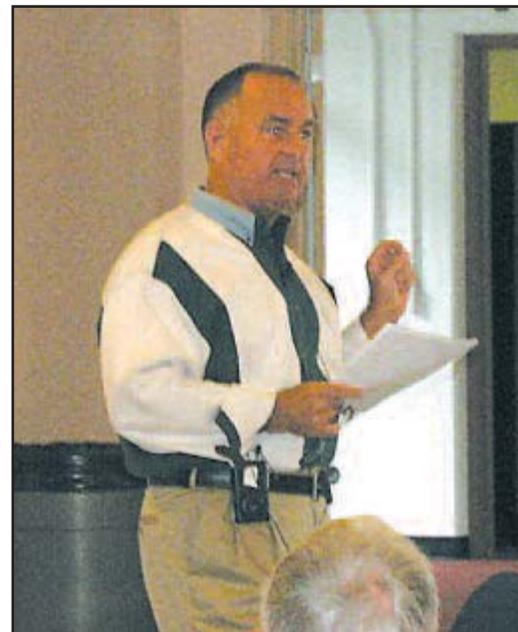
Below left, Chuck Loring, BoardSource, facilitated a two-day workshop for the KPMI Board.

Below right, Wayne Park, KPMI International liaison, takes a break from the Board workshop.

10 different Correctional Institutions in South Carolina. Thornton worked in Commercial Banking and Savings & Loans for 46 years before retiring in October of 1993. He has not missed a Winter Board meeting since 1987.

Thank you, Thornton, for your dedication and tireless efforts in bringing God's message to those incarcerated. Kairos Prison Ministry is deeply honored that you have shared your gifts of experience, compassion and knowledge for 25 years.

Please see pages 12 & 13 for more Summer Conference photos.



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God's Special Time is published four times a year by Kairos Prison Ministry International

The Mission of Kairos is to bring Christ's love and forgiveness to all incarcerated individuals, their families, and those who work with them, and to assist in the transition of becoming a productive citizen.

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Summer Conference Perspectives

First, I want to formally thank George Brown, Jackie Cuneo, Emma Jones and the many other California volunteers who contributed to an excellent summer conference in Oakland. We had perfect weather, great fellowship and a wonderful opportunity to share Kairos. We were very grateful to our many international visitors and board members from the UK, Canada, South Africa, Honduras, Costa Rica and Nicaragua for their counsel and participation.

We would like to thank Texas Chaplain, Bill Pierce, and our keynote speaker, Warden Debra Dexter, Ironwood State Prison (CA), for their thoughtful remarks.

Guided by board member Steve Thomas and board president Steve Gabriel this year's summer conference was spent in large part discerning God's will for the Kairos Board's governance structure. During the past ten years, the board has studied and experimented with different modes of governance. This summer the international board invited BoardSource expert, Chuck Loring, to lead their discussion.

Mr. Loring was very emphatic in explaining the valuable impact made by volunteers. Kairos obviously would not exist without the sacrifice and servanthood of its volunteers. He also spoke about the differences between being a volunteer, performing ministry and being an international board member dealing with governance issues like legal, accounting, insurance, international expansion, fund raising and tax compliance (IRS).

To be successful the Kairos board must hear and



John A. Thompson, Jr.

understand volunteer concerns. The important issues raised by our volunteers and all our many stakeholders need to be considered by whatever governance structure the board adopts. There was recognition that the board has made many changes in the last few years. To many volunteers, these changes have been challenging. Even as the board considers structural changes, it is the board's intention to put in place by-laws, which insure continued accountability to our volunteers, the institutions we serve, donors, prayer partners, and most importantly, our participants.

At the summer conference, the board voted overwhelmingly to consider a hybrid type board structure. The obvious advantages of this system are that it provides an important forum for input from all states, countries and sectors of our ministry. Each community, through their voted delegates, has an opportunity to be heard, to speak out and to make a difference in board deliberations.

This group then elects a smaller group to discuss the accounting, legal and more technical aspects of a large ministry. Under Florida law, this smaller group will have personal fiduciary obligations which, in the future, may include the application of Sarbanes-Oxley

to non-profits. It is only reasonable that most volunteers do not want to be burdened with these extra legal responsibilities.

Steve Gabriel has appointed board member Bill Young of Virginia to preside over a representative ad-hoc committee to offer specific by-law changes to the full board. Steve Gabriel wants this to be an open and prayerful process and I'm sure Bill is

very open to receiving your suggestions (wayiii@comcast.net).

The committee will meet regularly and intends to present a draft proposal to the board by the end of December 2008.

Our international ambassador, Wayne Park, is currently **Director**, page 21

“Kairos obviously would not exist without the sacrifice and servanthood of its volunteers.”

A good time to start planning: Four tips for year-end giving

If you're like most people, you do your major giving toward the end of the year. This probably occurs for several reasons. The closing of the tax season encourages itemizers to obtain income tax deductions. A barrage of earnest appeals by nonprofits increases awareness of financial need; Many are simply pre-disposed to end the year by making a charitable gift.

Here are four tips to help you make the most of your year-end giving:

1. Calculate your income. Try to get a handle on your tax liability for the year. Did your unearned income increase? Did you sell any appreciated assets? Will you owe more taxes? This alone may motivate you to increase your giving before December 31. In fact, you may even want to move some of your giving forward from next year to create a larger

income tax deduction for yourself this year. Non-itemizers may especially find this "grouping of gifts" useful in order to take advantage of an itemized tax return every other year. In any case, by the time you fill out your income tax return, it will be too late to make charitable gifts for the previous year. Take the time to do some planning while you still have the opportunity to make a year-end gift.

2. Review your stocks. Look at the stocks you have held for more than a



Paul McGlone

year. Which ones have appreciated the most? It may be prudent for you to make your year-end gift using one or more of these stocks. Here's why: If you sold the stock, you would incur capital gains tax on the appreciation. However, if you give the stock and allow Kairos Prison Ministry International to sell it, no one pays tax, and you get a charitable deduction for the full amount of the stock, just as you would if your gift was made with cash. And what's more, if you can't use all of the income tax charitable deduction resulting from the gift, you can carry it forward for up to an additional five years. Such gifts are deductible up to 30 percent of your adjusted gross income.

3. Do your giving early. This is especially true if you want to make a gift of noncash assets (stock, real estate, etc.). Your professional advisor

is busy beyond belief as the year winds down. The sooner you can get your gift activity going, the better it will be for everyone concerned.

4. Talk to your advisor. Before making any significant gift to Kairos Prison Ministry International or to any other nonprofit for that matter, you should have your CPA, attorney or other advisor help you understand the impact of your gift on your income tax return and estate. We at Kairos Prison Ministry International want your giving to be prudent, as well as generous and joyful.

Each man should give what he has decided in his heart to give, not reluctantly or under compulsion, for God loves a cheerful giver.

– 2 Corinthians 9:7

Steady Growth is Like Giant Sequoia Tree

By Paul McGlone

Recently we had our International Kairos Summer Conference in Oakland, California. The teams of volunteers were very gracious hosts and did a fantastic job. We started early each day praying together.

This is a beautiful part of the world. A few years ago I peddled my bike from Vancouver to Mexico along the western coast. During this trip I went down the Avenue of the Giants which is a road that took me through some beautiful forests in the Red Woods National Park. The sun is blocked by trees, many which are over 350 feet tall. I remember getting off my bike and walking in fifty yards and looking up - this sure put everything into perspective.

On the western slopes of the Sierra Nevada Mountains are the oldest known Sequoias or "big trees." One is

estimated to be 3,200 years old based on the ring count. Some living trees in this area are estimated to be up to 4,000 years old and have a diameter of up to 36 foot around the base. Some living trees around the world are estimated at being much older.

Can you imagine the tree in this picture may have been born around the same time that Moses was born, and has lived more than 2000 years after the birth of Christ?

The 12 inch bark helped to protect it from the hundreds of fires and challenges it has had to survive. This sort of protection is offered to us by the Holy Spirit.

The Lord will keep you from all harm – He will watch over your life; the Lord will watch over your coming and going both now and forevermore. Psalm 121:7-8

A root system up to three hundred feet in width and four to eight feet in depth have held these tremendous

trees up during the thousands of storms they have encountered. This reminds me of the over 30,000+ volunteers holding up Kairos programs throughout the world.

The largest Sequoia is called General Sherman and is located in Sequoia National park.

The cones on this tree may remain on the tree for decades – just like some of our dedicated volunteers. The General Sherman has up to 40,000 cones at any one time. In our business plan at the end of last year called "A Foundation for Growth" our goal was to double the ministry and 40,000 volunteers would just about do that.

We can all help to reach this goal of increasing our volunteer base. We simply have to talk to our neighbors, friends, faith communities and groups we belong to with the excitement that our ministry brings to us and the men,

women and youth that we introduce to Christ.

Nine very dedicated volunteers, with the support of many others, planted the first seeds for Kairos 32 years ago. They included Tom Johnson, John Caldwell, Dick Day, Cleve Bell, Clarence Hodges, Tom Johnson, John Divito, Nils Schweizer and Ted Glocker.

If Kairos was measured by the number of men, women and youth being introduced to Christ, our teams of volunteers would stand tall as these trees.



Think Harvest!

By Kevin E. Resnover, Sr.

"Do you think the work of harvesting will not begin until the summer ends four months from now? Look around you! Vast fields are ripening all around us and are ready now for the harvest." – John 4:35

On August the 4th, 2008, I celebrated my 3rd year anniversary as Coordinator of Youth Ministry for Kairos. In this short period of time, I have heard a great deal about our mission to plant the seed of Gods love and forgiveness in the hearts of the youth. In fact, many of those conversations I have initiated and even lead. The scriptures are clear on that calling, and we have witnessed men and women in Kairos working diligently and with great passion to sow His seed of love in the hearts of the incarcerated youth.

A few weeks ago, a spiritual counselor of mine called on the phone and said two words; "Think Harvest!" There was a long pause as he gave me time to consider those words and when I did speak, I questioned the

meaning of the message. He talked to me about preparing to see the fruit of my labor (witnessing the outcome of the work I'd done this far) and the benefit of working in Gods fields. For days those two words turned over and over in my thoughts with a sense that there was more to that message. As I was driving to work a week later, I turned on Israel Houghton's worship CD, and in his song titled "SO COME", he sang of the plowman overtaking the reaper. At that moment I began to understand the second part to those two words my spiritual counselor felt directed to say to me.

Those words in Israel's song came from a passage of scripture found in Amos 9:13 "Behold, the days come, saith the LORD, that the plowman shall overtake the reaper, and the treader of grapes him that soweth seed..."

Imagine with me what that must

look like: There are a few men and women (the reapers) out in this field, overrun with fully developed wheat. It's a great yield this year, and the crop is ripe for the picking. They are gathering the wheat as quickly as possible because there is someone behind



them plowing the field with a team of oxen. Although the reapers started days before the plowman, they are overtaken within minutes, once the oxen and the plowman takes the field. All of that mature wheat that the sowers worked so hard to plant is plowed up and

turned under the soil and the reapers walk away with only a few bundles of wheat to be processed.

And so it is in the Kairos Torch ministry: The institutions are filled with youth (ripe with harvest) but the laborers that are equipped to reap the harvest are too few. Although there

are hundreds of institutions in the United States filled with thousands of boys and girls, Kairos Torch has only been able to minister 21 of those institutions because of the shortage of reapers.

The Kairos Board of Directors feel directed by God to grow this ministry, but not for the sake of growth or to claim mega-ministry status. The call is to reap the abundant harvest, and to do that we need reapers. Luke 10:2 says; "...The harvest truly is great, but the labourers are few: pray ye therefore the Lord of the harvest, that he would send forth labourers into his harvest." God calls some to plant and some to sow, but when He gives the increase, He calls others to reap that harvest. You may ask how that is done. It is through the Kairos Torch mentoring (disciplining) process that we are called to serve. The hour is getting late and I can hear the sound of the oxen's hoof getting closer by the minute. Perhaps you can speak to that person that sits on the pew in front of you every Sunday about working the field of the harvest beside you.

State Agency Honors Volunteers for Justice and Mercy Work with Juveniles

United Methodist volunteers who minister to incarcerated juveniles were honored April 30 at the Oklahoma State Capitol.

The state Office of Juvenile Affairs (OJA) presented 2008 Outstanding Volunteer Awards to individuals and groups. United Methodist recipients included: Vicki Spurgeon, a member of Lawton-St. Paul's UMC and a Kairos Torch volunteer at Southwestern Oklahoma Juvenile Center in Manitou; and members of the Kairos Torch team for Central Oklahoma Juvenile

Center at Tecumseh.

"Thank you for the efforts you make on behalf of children who are not yours by blood, but by heart," Lt. Gov. Jari Askins told the group assembled in the Blue Room at the Capitol. "You are modeling behavior for them that I believe sometimes breaks the cycle for them."

Robert E. "Gene" Christian, OJA executive director, reported 16,173 total volunteer hours and \$59,000 donated in 2007.

"It is my honor to recognize some of the finest volunteers in all of Oklahoma. You have made a differ-

ence in a troubled young person's life. We know you do this out of love," Christian said.

Judge George Lindley chairs the OJA Board of Directors. "You help these kids know there is another way of life. (Your) patience and understanding is a gift not many people have, and I applaud you for that," said the retired judge.

"A plaque and a ceremony will never be enough," Jamie Dukes, vol-

See **Volunteers,**
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Vicki Spurgeon, a member of Lawton-St. Paul's UMC, volunteers for Kairos Torch at the facility in Manitou.

WELCOME TO BILL'S BARN

By Bill Rushing

For many years, KPMI has struggled with the issue of minority inclusiveness and participation at both the team and leadership levels. All of us are aware of the imbalance found in the ethnic demographics that are part of the U.S. penal system. But that is not the main thrust of this article. KPMI needs to have more minority representation on team and in leadership roles at the four basic levels: teams, Advisory Councils, State Chapters, and International Board. So, how do we accomplish that?

First, we must understand the cultural landscape that is Kairos. For the last 32 years of the ministry, genuine efforts have been made to include/recruit minorities into the ministry, but sadly with very few successes. Most of us earnestly “talk the talk” and have “walked the walk” by being involved in attempts to actively and deliberately recruit minorities. I know of a huge effort in the Dallas area in the early 1990’s that produced no fruit. I am also reminded of the efforts in San Diego in January, 2000, when several Kairos volunteers joined with Darrell Bratton, Jeremy Kaercher and Rod Stark in conducting an Alternative Qualifying Weekend that had as its goal the recruitment of African Americans (blacks) in the greater San Diego area. Sad to say, but the results were less than expected.

The KPMI Board, at the 2005 Summer Conference, passed a measure stating in essence that “all new starts of KPMI should have a significant minority presence on teams and in the local leadership, or they could jeopardize their new start status.”

Our report card on minority recruiting does not show a very positive grade. So what can we do about it? The most important thing is to

realize that we Christians already have the solution; and it is in the Bible. From it, we learn that all people bear the image of God, and that His grace is present in all people and in all cultures. Therefore, when we make the connection between our heads, our hearts and our hands, we will be able to create the exact environment for fostering multi-ethnic teams and leaders. Does this sound strangely familiar, like the 3-legged stool of “Piety, Study, and Action”? This is a foundation upon which we can build our future.

After consulting with active and former Kairos team members, and reading, quoting and “borrowing” works of some of the best scholars on the subject of cross-cultural inclusiveness like *Cross-Cultural Conflict: Building Relationships for Effective Ministry* by Duane Elmer, *Gracism: The Art of Inclusion and Multicultural Ministry* both by David Anderson, and especially the absolutely wonderful and insightful, *A Beginner's Guide to Crossing Cultures* by Patty Lane, some very eye-opening, sobering ideas and concepts have been put forth for all of us to consider. So let's take a look.

Whenever there are attempts at ethnic inclusiveness, there tends to be a dominant culture. This refers to the culture having the most influence for a specific area, but not necessarily the largest population of all involved. For Kairos, this seems to be the case. The dominant culture of Kairos is white (basically from a European heritage) while the majority of the clientele we serve tends to be black and/or Hispanic. Along with that, we have consciously adopted an attitude that to be in the Kairos culture, all participants should adapt to a “melting pot” concept where individual cultural (and especially denominational) aspects are to be buried for the greater

good of the ministry.

While this sounds good for the overall uniformity of Kairos, could it be one of the leading causes behind our lack of minority involvement on a bigger scale? So what can we do as a ministry to unite our goal of uniformity while embracing the desire for inclusiveness, and yet maintain the best of both?

During our youth, in social studies classes, we were taught both the “melting pot” and the “salad bowl” views of our pluralist society. For good reason, there are very strong and divisive arguments for and against either one of these concepts. Although the following concept is not necessarily new, what if Kairos were to take a radically different approach, more like that of a “stew”? In a stew pot, potatoes look like potatoes and taste like potatoes, but with the added flavor of carrots, onions, and beef. Each ingredient takes on a little of the flavor of the others without becoming invisible. Thus, the entire dish (the necessary uniformity that keeps this God-given ministry its consistency) is more delicious with each ingredient becoming enhanced by the others (cultural inclusiveness).

Next, we have to decide, for Kairos, what constitutes a minority? We already have a partial answer: a minority perhaps could be determined by the individual regional or state demographics where KPMI has a presence. For example, in our southern states, a minority could be black or Hispanic, while for Oklahoma and the great Midwest, Native Americans would need to be included, while on the west coast and Alaska, we might



need to add Asian or Native Alaskan for consideration. While it is true that any of these would be a minority group in any region or state, should we make a special effort to be inclusive of these particular ones mentioned as the largest minority in that region?

Speaking of minorities, look at the following current U.S. statistics:

1. The second largest Iranian city in the world is Los Angeles
2. Chicago has more Poles than San Francisco has total people
3. Hispanic and Latino groups are now about 1/3 of the U.S. population
4. One third of the world's Jews live in the U.S.
5. There are more non-Jewish Middle Eastern people living in the U.S. than all of Saudi Arabia, Jordan, and Syria combined; and about 19% of them are Christian
6. In California, 239 languages are spoken, 184 in New York, 181 in Washington, and 169 in Texas

And that is only scratching the surface of our multi-cultural society. All

Continued on following page

of us agree that it is time for KPMI to make deliberate, intentional steps to become inclusive and adopt the "coat of many colors" that God intends for His ministry. So what are those steps?

The first caution is to not stereotype these groups. Stereotyping can have a negative connotation because conclusions made by someone outside the ethnic group, can be restrictive and even accusative. While I may know many blacks, Hispanics, and some Asians, I will never be a member of their specific ethnic group. All I can do is observe, because to move beyond that is to stereotype.

Therefore, what I will attempt to do is to "archetype" various ethnic groups, which means to create a general idea of specific cultural norms that were developed by insiders of those groups and is non-restrictive and non-accusative. As we explore other cultures, the statements made will be archetypes provided to me by members of their specific ethnic group to help give a framework for understanding. So, without any purpose or sense of prioritizing, let's address the ethnic groups one at a time.

We need to visit as many blacks churches and community organizations as possible. While some of us have done that very thing with no results, think about how you approached them. From my past experience, I found that from the first meeting, there already existed a long-time distrust. Our targeted African America group saw our efforts as another example of "white people coming into a blacks church asking for a handout to continue their white program." There was a sense that they were, again, being manipulated and with no input about the direction, philosophy, or spirituality of the ministry. Back then, we probably were not prepared as we should have been to address that distrust. After years of contemplating how we mishandled that, here are some suggestions so that the same mistakes will not be repeated. Go to the spiritual leader of

that community; it may be the local pastor and it may not. This person, for the black community, has tremendous influence with the community. Be very open and truthful from the very first encounter. Go ahead and tell the pastor that you are part of a prison ministry and that you need help; and that spreading the Good News to those in prison is not just a commandment for only whites to do. Tell the pastor that Kairos approaches team membership like that "stew" we previously talked about and how much better the stew will be when **all Christians unite** in this effort. Be armed with statistics about the ethnic breakdowns in state and federal prisons, specifically in their area, if possible, and how their community's presence and participation in Kairos would go a long way in bringing men and women into a profound fellowship with Christ, an inner peace and overall spiritual happiness. If it can be arranged, invite the pastor to be part of the Weekend clergy team or at least attend a Weekend closing. If your efforts are still not going well, then ask the pastor's permission to have a member of the congregation serve on a team and then report back to the pastor and the congregation about the experience. If the team does what it needs to do, as in offering respect, mentoring, listening, and building a positive relationship with him/her, then expect positive results. Bear in mind that this process may take a long time and probably will not occur in just one Team Formation and Weekend.

For the Hispanic/Latino culture, a different approach should be taken. Hispanics/Latinos as a group are extremely family-oriented and they believe deeply in established institutional authority. With a predominately Catholic heritage (although this is slightly changing) that means that they tend to be conservative (protective of family values) and do not like to "rock the boat" or "make waves" when it comes to changing existing

systems. They tend to go with the flow and direction of an organization as long as it does not conflict with their loyalty to family or core values. While there is deep ethnic pride in being Hispanic or Latino, there are some who have become "Anglicized" to improve the quality of life for their family, especially for those who are under 40 years of age. This fact may make a difference in how they are approached. Please note that family loyalty can also be extended to close personal and individual relationships, even to those outside of their ethnic group. What this means for potential recruitment for Kairos is that we need to form direct and sincere personal relationships with those of Hispanic/Latino heritage. As one Hispanic person put it to me, become a true friend first, and then everything else will fall into place. After this close personal relationship is established, then go together to Hispanic/Latino groups, be introduced by him/her and present the Kairos program together. As with African Americans, we could approach the spiritual leader of the community to enlist their influence and help in getting Hispanics/Latinos to join teams; but bear in mind that the Hispanic/Latino spiritual leader does not tend to hold the same sway as the spiritual leader in a black community.

Using the Asian community as the prime example, a whole new concept of cultural differences needs to be inserted: high context v. low context. Please notice that the black community can also be in this grouping and could share some of the following archetypes of high context cultures:

- ❑ Setting and environment are just as important as the attendees, this includes politeness
- ❑ The *how* and the *way* something is said is equal with *what* is said
- ❑ Innuendo and "in-between-the-lines" messages are very important
- ❑ There is no distinction between an idea and the person supporting the

idea

- ❑ The listener is totally responsible for understanding any communication
- ❑ Indirect responses are commonplace and expected
- ❑ The biggest fear for most Asians is that of "losing face" by embarrassing themselves or being embarrassed or insulted by another, especially from somebody outside their culture
- ❑ For Asians, there is great shame in having family members or close friends incarcerated

Just the opposite is true for low context cultures, which the dominant U.S. culture (European-based) tends to be. Low context cultures prefer analytical thinking and directness, and believe that the content of the message is more important than the context. They also believe that the speaker is responsible for any communication and will often ask their listeners, "Am I making sense?" or "Are you following me?" or "Do you understand what I am saying?" And they expect the listeners to feel free to say that they do not understand. This can lead to high context cultures thinking that the low context speaker is insulting their listening ability. And a potential roadblock can occur when high context cultures think that low context cultures are rude and impolite with their directness, while low context people think that high context people are vague and indecisive. Another problem that can come from high context vs. low context encounters is that high context people tend to value formality and are uncomfortable when low context people embrace the informality that is often seen in typical white American businesses, homes and churches, like wearing blue jeans and open-collared shirts.

So how can we approach and invite a person of Asian heritage (not assimilated to the dominant U.S. culture) to be part of a Kairos team? The absolute first thing is to acknowledge

See **Bill's Barn**, page 9

Kairos Outside North Georgia celebrates 10 years



May 31 2008 Kairos Outside of North Georgia celebrated their 10th Anniversary!! Joanne Astalos, who was responsible for starting Kairos Outside in Georgia was one of our featured speakers.

Kairos Outside has been so blessed to have Joanne answer the call God put on her for starting this special ministry. She is the first to say that many others helped get this new ministry off the ground -- we thank all of you!

Vida Ellis, a former guest from Kairos Outside #5, was our second speaker. What a special day for Vida as she not only had her two daughters with her, but her son James as well, who had just been released from prison only a few days earlier!! It was James, after going through Kairos Inside, that persuaded his mother and sisters to attend Kairos

Outside. This was truly a life changing experience for all three of them and showed the rest of us that this is what the Kairos ministry is all about!

We were also able to have most of the 21 former Weekend leaders with us (one came from Tennessee to join us). As we called each former leader's name out, we also acknowledged the team and guests from that same Weekend. It was fun to see how many women and men have made Kairos Outside a part of their lives! We had a wonderful time of sharing and catching up with old Kairos Outside sisters and brothers, great music and of course, great food!

Sue Martin

Kairos Outside North Georgia

Keeps on Ticking

Or in this case, keeps on "working" the Kairos Outside Teams! This could only apply to Marge Grimmett, a former guest from Kairos Outside # 5 of North Georgia. For the past three years, Marge has said that present Weekend would probably be her last, now at 88 years young, you wouldn't blame her! But as each Weekend rolls around (that she's eligible to work) she seems to find the energy to do one more!!

When she doesn't work the Weekend, you'll find her at Camp Fortson as a Day Angel. She truly is our Angel/Agape gift from God!

She has been a "Mom" or "Grandmother" for most of us. Marge works Kairos Outside



with her daughter, Sue and son-in-law, Bob Martin, whom she lives with, as she has also worked with her grandson Robert Martin and granddaughter, Elizabeth Doster.

Marge tells everyone she knows about her wonderful expanded family of Kairos Outside sisters and brothers.

Go Marge!

ENJOY THE JOURNEY...

And, what a journey it was! East Louisiana Kairos Outside #1 was held the weekend of May 2 – 4, 2008 at the Judson Baptist Retreat Center near St. Francisville, LA. For Marisa Pineda, the Weekend leader, and the volunteer team who traveled from near and far, the Weekend began on Thursday as they gathered to prepare the campsite for the 18 guests arriving Friday evening.

Friday morning began very early with the sounds of thunder off in the distance. The thunder turned



ELAKO: left to right: Sherrill Jefferson, OL#2, Marisa Pineda, Leader for KO #1 and Connie Crosier, OL #1.

out to be the advance warning of a very heavy thunderstorm which dumped up to two inches of rain and shut off the power for several hours. Through it all, God was good. The power stayed on long enough before the storm hit for the coffee to get through brewing, and came back on in time to prepare the Chapel for the afternoon team meeting and commissioning. It was as if the Lord was showing the team that the weekend was truly His, and that He would provide.

And provide He did. It was another "God" weekend, filled with great food, great talks, lots of singing, laughter and wonderful fellowship. Lives were touched, lives were transformed, and the eighteen guests left knowing that there is a community who cares for them, that they are not alone and that they are loved.

The ELAKO #1 team and Advisory Council was delighted to have Jo Chapman, KPMI's Women's Ministry Coordinator come and be a part of the Weekend.

Team formation is now in full swing for ELAKO #2 scheduled for the weekend of October 17 – 19, 2008.

Just to share a "God moment" with all of you: As a few team members gathered after the Weekend to do inventory, including Connie Crosier who will be the leader of Weekend #2, one of the first things she picked up was a piece of agape with the words, "Come And See". Well, that just happens to be the theme that she had already chosen for her Weekend. Thanks be to God for affirming that Kairos Outside truly is His ministry, and for inviting us to "Enjoy the Journey!"

Kairos Outside Weekend Blesses Participant

By Vivian Utsey Davis

A talk on “How To Stay Involved”
May 30 – June 1, 2008

*I will extol the Lord at all times;
his praise will always be on my lips.*

*Glorify the Lord with me; let us
exalt his name together.*

– Psalm 34: 1, 3

I am so thankful that I was introduced to Kairos Outside and able to attend the first Weekend for Kairos Outside #1 in November / 2005. I came to the Weekend with a tremendous amount of anger and hurt feelings. Even though I was, and continue to be a member of a church, I felt so isolated and rejected from family, “so-called friends” and most of the people that I was in contact with on a daily basis.

Yes, I believed that I was communicating with God on a daily basis, yet the faith that I professed did not allow me to accept God’s forgiveness for broken relationships, poor choices, or just feeling worthy to be called a child of God. During that time, I would describe myself as a little lost sheep with no direction, or a broken vessel needing to be put back together by the “Supreme Potter”, my Lord and Savior Jesus Christ.

However, during Kairos Outside #1, I learned about a genuine love that exists from God and through His people. Love is genuine and reaches areas of your life that can and will provide you a strength to get through everything. The Kairos Outside team demonstrated a love that I have read about in the bible, yet never truly experienced. Kairos Outside prepared the way for me to reach out to so many hurting people, especially females, after I was able to release so much negative energy. I now know

for sure that God truly loves and cares about me, and that I have the victory. Attending Kairos Outside #1, I became connected to my new family, a family designed to support the families and friends of men who are, or have been incarcerated. The wives, mothers, other relatives and friends of the incarcerated often “do time” right along with their loved ones.

So ladies, I’d like for you to ponder for a minute over the first question: Why should I stay involved with Kairos Outside? Well, in the Bible, the book of Matthews 28: 16-20, we are taught about the “Great Commission”. Therefore, we are told to go out and make disciples of all nations, and that Christ would be with us always, even until the end of the earth.

Ladies, we have been blessed in so many ways through Kairos Outside, and we cannot keep all of the blessings to ourselves. We have been called to spread the love of Jesus to so many hurting individuals through the “Fruit of the Spirit,” which are love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. We must seek to tear down all barriers that separate us. We must consistently seek to destroy the acts of a sinful nature such as idolatry, hatred, discord, jealousy, selfish ambition, dissensions, and envy.

Well, by now you’re probably wondering how should I stay involved? There are so many ways that you can stay involved, but for now I’ll just name a few:

1. Attend Reunions that take place several times a year
2. Join a Support Group where you



Vivian Utsey Davis

can get to know each other

3. Become an Angel on an upcoming Weekend. As an Angel you would be asked to come for a few hours and work in a variety of ways, giving back some of what you received during your Weekend.

4. Submit an application to serve on the team. You will truly be blessed as you serve others the ways in which you have been served.

5. Pray and ask God to show you persons to invite to attend Kairos Outside. I was introduced to Kairos Outside by my son, after he was blessed by the Warden to attend Kairos Inside at Hagerstown during his first year of a 10 year, non-parole sentence.

6. Also, in addition to becoming actively involved with Kairos Outside, pray for and support persons currently working with Kairos Inside at the Maryland Correctional Facility for Men (MCIH) in Hagerstown, Maryland and Jessup, Maryland. The weekends are designed to help the residents experience spiritual renewal and to except God’s call to a life of Christian witness and service.

I can truly say that even though my

son was reared in a church, prior to this incarceration he stopped attending church services. After attending Kairos Inside, he was truly regenerated and renewed his relationship with Christ. Today, he spreads the Gospel of Jesus Christ to many residents at MCIH.

7. Attend upcoming meetings regarding Kairos Inside at the Maryland Correctional Facility for Women / MCIJ in Jessup Maryland / November 20 – 23, 2008.

*Matthew 25: 36: “I was in prison
and you visited me.”*

I have been extremely blessed to first come as a guest, serve on Kairos Outside #4’s team as a table leader and give a talk on Anger, as well as attend reunions. Then I was called to serve on Kairos Outside #5’s Core team as Head Table Leader and give the talk on “How To Stay Involved”. In addition to Kairos Outside, I am also pleased to inform you about Kairos Inside and I will be serving on the team in the Maryland House of Correction for women in Jessup, MD. in November / 2008.

And last, but not least, I am also blessed to serve on the Advisory Board for Kairos Outside. Therefore, I no longer have a choice or an option to be a servant in any capacity; I must decrease as God gives the increase, directs and orders my steps each day.

*I Corinthians 15 : 57 -58: But
thanks be to God! He gives us the vic-
tory through our Lord Jesus Christ.*

Therefore, my dear brothers, stand firm. Let nothing move you. Always give yourselves fully to the work of the Lord, because you know that your labor in the Lord is not in vain.

Kairos Outside Comes to Colorado in Fall

For over 25 years, Kairos Inside has served in the prison institutions of Colorado. On Nov. 14-16, 2008 a Kairos Outside Weekend will be held in Colorado at the Patty Hyde Barclay Family Reunion Lodge at the YMCA of the Rockies in Estes Park, overlooking beautiful Mt. Epsilon.

This will be the first Kairos Outside Weekend in Colorado. Jean Mares, who has served Kairos Inside for 15 years, will be Lay Leader #1. Volunteers are answering the call to team from Arvada, Aurora, Broomfield, Colorado Springs, Denver, Golden, Ft. Collins, Greeley, Lakewood, Louisville, Mead, Parker, Thornton, and Westminster, Colorado. Our State Chair, Jeff Holley, and his wife will be co-chefs; Steve Gabriel, president of our Kairos International Board will also be on the kitchen team.

Ms. Mares was interviewed on an 850 KOA Radio Show, "You Get the Blessing," in May. From that interview, a retired school psychologist heard the call

to team. A woman from Evergreen, who heard the interview, got in touch via the International Office to say she had been looking for a support group. But the first call Jean received was from a Kairos grad at Delta, who was out of prison and on his way to work that Sunday morning. He just wanted to thank her and ALL Kairos volunteers for what they do. Talk about a blessing!!!

A series of articles in the Rocky Mountain News last year noted that 1 out of every 3-4 inmates getting out of Colorado prisons end up in shelters in the Denver metropolitan area because of broken family ties.

Getting the companion family ministry of Kairos Outside going here in Colorado will hopefully help to heal the family system and change those numbers. Family support during and after incarceration helps immensely to reduce the recidivism rate.

Jean Mares, Weekend Leader

Bill's Barn, from page 6

that none of these cultural attributes are inherently right or wrong. A major key is having knowledge and understanding along with an honest admission that fundamental cultural differences do exist. Those members of the dominant U.S. culture should not shy away from sharing their cultural archetypes with Asians (and others). Studies indicate that Asians will actually prefer that kind of sharing and interaction, and may even honor the process. In many cases of encounters between high and low context cultures, true dialogue about the differences can go a long way in forming alliances that have a desired common result. Armed with that knowledge and with the mutual acceptance of the differences by all parties, bridges can be built to overcome potential roadblocks to team membership.

Another concept can be summed up with the word "respect." Everything mentioned in this article begins with and has as its foundation respect. But that is the subject of Part II of Minority Recruitment, and will be addressed in the next edition of Bill's Barn and will include the possibility of altering our selection of food, the music used for the Weekend, the wording in our talks, and maybe even some of the programming.

Finally, the most important thing we need to realize is this: differences do not mean deficiencies. If we can make that part of our mindset, then we can take a big first step in recruitment for our teams. As previously mentioned, I extend my deepest thanks to all who contributed and gave insight to this effort, both in direct voice and in scholarly works.

Kairos at Lowell Women's CI, Fla., Honored

Kairos was selected as "Volunteer Group of the Year" for 2007-2008 at a Volunteer Appreciation Banquet held in the prison's visiting park this spring. Advisory Council Chair Nancy Roberts and long-time volunteer Janice Frisbie were on hand to receive the award on behalf of the ministry, which has been holding weekends at the facility since 2003.

Norman Leslie, Supervising Chaplain; Faithe Liburd, Senior Chaplain; and Suzanne Sneed, Chaplain for the Faith and Character Residential Program presided. The event was held to honor all program and ministry volunteers for both the Main Unit and The Annex, with some special awards presented during the evening.

Chaplain Leslie praised Kairos, saying, "It has always been a joy to work with this great group of people—the big hearts, praying spirits, flexible mind set, loving people both at Lake CI and Lowell CI. I look forward to the enthusiasm these folks bring to our institution. They help build communi-



Advisory Council members are shown with a trophy presented to Kairos as Volunteer Group of the Year at Lowell CI for Women, Florida. Seated are Pat Bass, left, and Nancy Roberts, Council Chair, right. Standing left to right are Dolores Taylor, Financial Secretary; Norma Stordahl, Prison Liaison; Laurel Wilson, Treasurer, and Carla Rhodes, leader of Kairos #10.

ty, create a sense of belonging, accept our inmates unconditionally, and help build the morale of our prison. They fill a huge void of loneliness for so many, and always come in well organized with Security issues in mind. It makes it easy for the whole administration as a result. Kairos has made significant investments in the lives of many. Keep up the good work!"

The volunteers at Lowell plan to do just that, and are preparing to conduct Weekend #10 at Lowell in November.



The new Torch crosses are now in and sell for \$8.

Contact the International office at 407-629-4948 to order.

Kairos Outside – “Down Under” – Thriving!!

By Jo Chapman

Kairos Outside, after 10+ years in Australia, is certainly supporting the women impacted by incarcerated men, women and youth in the Australian prison system.

In April, I spent a whirlwind ten days meeting with nine existing Kairos Outside Communities, attended two Ad Hoc Kairos Outside committees, spoke at the Australia National Kairos Conference, presented at 5 Kairos Outside events and trained fifteen women to be Kairos Outside trainers for Australia. I logged over 20,000 miles (multiple time zones) to, from and within Australia meeting with their communities. Tired yet? I am! So, what time zone are we in?

The Kairos National Conference, led by Executive Director Tony Carter, and Margaret Fuller, Women’s Coordinator, was purpose driven by their National Board to develop “ministry support groups” to Kairos Inside, Kairos Outside and Kairos Torch rather than being driven by reaction to problems that inevitably arise in any ministry organization. During the Conference, for the first time, all of the Kairos Outside communities came together. I facilitated the process of helping the women to meet, understand common challenges and explore ways to help each other address unique situations that face individual communities. For some communities, this was the first time that anyone had challenged them to be honest about the introduction of “those little things” that are outside the riverbanks. I first had to overcome the perception by the communities that my presence in Australia was to “bring them into line” rather than as a resource person who loves the ministry as they do. Once trust had been built, the communities really opened up and expressed a desire to provide the best possible ministry to Kairos Outside guests.

Each community expressed a desire to learn the history of Kairos Outside. Through the telling of the KO story, I was able to bring the communities into the bigger picture of Kairos Outside. The Australian women found real value in hearing the origins of other communities around the world and how their mistakes had taken away from the purpose of the ministry and specifically the needs of the guests. What I realized, is that there seems to be a world wide tendency for new and sometimes more mature communities in Kairos Inside, Outside and Torch to recreate their ministry. These well-meaning volunteers may not understand the history of the ministry, and have not grasped the bigger picture. Without the history, the communities may not realize that the addition of “just one small thing” has already been tried and found to be not only non-productive, but also may be counter-productive to the intent of the ministry.

I found it necessary to use a different approach for the trainers, beyond mere instruction, to help them come to consensus about Kairos Outside, Australia. The trainers had to overcome ministry habits, as they knew it, to find common ground for their presentation of “negotiable” and “non-negotiable” aspects of the ministry. One full day of process resulted in a verbal commitment, by each trainer, to agree to present the AKT training following their established guidelines. In addition, the Kairos Outside community agreed to establish a ministry support group, much like the Kairos Outside National committee in the U.S, to discuss common challenges and advise the Kairos of Australia Board. Tony Carter, Executive Director of Kairos, Australia, was present throughout the two-day training. He later commented to me that he thought that the consensus building

See Down Under, page 11



At left, Jo with
aboriginal shield.

Below, top to
bottom:

Down Under 1st
Gathering

Canberra Gathering

Brisbane Gathering



Kairos Nicaragua Achieves Main Goals

I hope you guys are OK and in God's hands. I'm still tired from those four days we spent in the prison – I think it was the environment, the heat and all the stuff we found in there.

But we achieved our main goals inside with those men who were in need of love, care and service.

The team behaved well and let me tell you, we were told by the prison authority that the guys selected for us were nasty and dangerous. Personally, I was scared, but once we met them, there was a very big change in them and they started to feel confident about us.

Thank you for all your support. It would be great if you guys could come back in November. I also want to send greetings from Nicaragua's team to all the volunteers who support our ministry in Colorado, San Antonio and Fredricksburg, Texas.

*Thank you,
David Aguilar
Kairos Nicaragua*



Down Under, from p. 10

process was exactly what was needed for the volunteers and that the goal was accomplished in good form.

Sometimes the time needed to reach consensus is worth the reward of ministry buy-in.

As I left Australia, I was exhausted but filled with the spirit of the many dedicated volunteers, who were energized to provide Kairos Outside in the best possible way to their guests. They are truly Christ-bearers to the many women negatively impacted by the incarceration of a loved one.

Torch from page 4

unteer coordinator at the Tecumseh site, declared in an e-mail message. "You are a blessing. I am so fortunate to work with wonderful people!"

The interdenominational Kairos programs are undergirded by Oklahoma Conference's Criminal Justice and Mercy Ministries (CJAMM). According to the CJAMM Web site, the purpose of Kairos is to establish strong Christian communities in correctional institutions.

Specifically, Kairos Torch volunteers lead weekend spiritual retreats at three juvenile detention centers in Oklahoma.

"This Emmaus-like ministry is a very effective in

breaking the cycle of bad behavior and continued incarceration. It is for juveniles--average age 16--who choose to participate in this faith-based program," the CJAMM site reports.

"There are many ways to help with the retreats. Offer agape--expressions of God's unconditional love--through donating food and supplies, joining a prayer chain, making posters of encouragement, or giving money to sponsor a teen's participation. Volunteers can also



At the Oklahoma Capitol, Kairos Torch volunteers accept a service award from the state Office of Juvenile Affairs. The volunteers, many of them United Methodists, serve at the Central Oklahoma Juvenile Center. Gene Christian, OJA executive director, is third from left. Lt. Gov. Jari Askins is fourth from left.

be table leaders, cooks, guides, musicians, or serve in the prayer room."

Lesla Rhoads, CJAMM assistant director-Administration, can connect you to the Kairos ministry. Contact her at 405-530-2014, lrhoads@okumc.org.



Sharing great fellowship, prayer and progress . . .



Judy Taylor and Billie Hair take a quick break at the ever busy registration table to smile for the camera.



Jim Templeton, Virginia, Emma Jones, California, Mike Springer, Texas, and David Garmus, Florida, share a laugh.



Pictured above are Wayne and Jan Lovercheck, Pennsylvania, Diane Criss, Alabama, Carlos Cunningham, Costa Rica and Inez Thompson, Alabama.



Warden Debra Dexter, Ironwood State Prison (California) was the featured speaker at the Saturday evening banquet.



Another group of awesome California Conference Committee volunteers: Jennifer Johnson, Michelle Berry, Kelley Benzler, Billie Hair, Stacey Walter



The Conference attendees were treated to various music “jam sessions” every night. Pictured are Rodney McGinnis, West Virginia KPMI Board member, Eldon Rynders and Johann Anderson, both of California.



Board members review the BoardSource materials during the Board workshop on Thursday.



KPMI Board President Steve Gabriel and his wife, Jane, at the banquet.



California State Chairperson Jackie Cuneo shares a laugh with Lauren Wiebe, Ohio Board Representative, during the Saturday evening banquet.

Dear Kairos brothers and sisters,

Greetings to you in the name of our soon coming King, Jesus Christ. My name is Robert Clayton and I attended Kairos #26 at Polk CI. I am writing to thank you for such a great blessing at the weekend that I attended. It was one of the nicest things anyone has ever done for me. You all showed me great dignity, respect and most importantly, genuine love.

I will never, ever forget that!

The remembrance of that weekend has taught me what agape love really is; and to share that love with others. "Make a friend, be a friend and lead a friend to Christ." Now that's wisdom. Thank you so much!

Very truly yours in Christ Jesus,
Robert

Dear Brothers,

Thank you for the love that continues to be expressed to me here at Kershaw Correctional Institution, SC. I am truly grateful for all that Kairos provides throughout the prison population. My experience with your prison ministry continues to shower me with Christ's presence.

I want each of you to know that you are making a difference. The love of Christ radiates from the Kairos family.

Thank you for your guidance, support, knowledge, care and love. You reaffirm that all things are possible in Christ. May God continue to bless each one of you.

Respectfully, your brother in Christ,
Randy

Fundraising

The Summer Kairos newspaper has an article on this subject. I would like to bring to your attention several other excellent fundraising opportunities that have benefitted KI and KO here in northeast Florida.

The Applebee's restaurant chain (at least in northeast Florida) has a fundraiser available to religious and charitable organizations. Applebee's will open for breakfast on a particular Saturday morning arranged with the fundraising organization. (Applebee's is not normally open on Saturday mornings.) The fundraising organization sells tickets for \$5 that are good for one breakfast at one or more of the participating local Applebee's during the specified hours on the chosen Saturday morning. (Check with your local Applebee's for the rate in your area.) Applebee's puts on the breakfast at their own expense and the fundraising organization keeps 100% of the ticket sales. If the fundraising organization provides their own servers, they also

are allowed to keep 100% of the tips; otherwise Applebee's provides the servers and they keep the tips. The menu includes items such as pancakes, scrambled eggs, bacon, biscuits, coffee, tea, juice and the like. Additional helpings are free. This is also a good opportunity to publicize Kairos and potentially recruit volunteers. Breakfast at Applebee's is a great and particularly easy fundraiser. The tickets are very easy to sell and many people will buy tickets just as a donation without intending to redeem them. I recommend confirming details with Applebee's corporate office and also determining the distribution of Applebee's restaurants throughout the US and possibly Canada.

Another excellent fundraiser we have used is an evening event of music, singing, praise, worship, testimonies and fun at a large local church or community-wide event. Kairos recruits bands, singing groups, speakers, etc. from within its volunteer group and creates a program for the event. We invite one or more other local Christian ministries to participate with us in the program. The audience also participates. This exposes the ministries to each other and helps us to get to know each other. A freewill offering is taken and the proceeds are divided among the participating ministries. The guests know they will be coming to a fundraiser and give very generously.

Many Kairos volunteers donate to the United Way through their employers. They should be informed that their donation or any part of it may be specifically earmarked for Kairos. The donation forms provide for this as a write-in option. I believe this must be done during the annual Untied Way campaign, so Kairos volunteers should be reminded right before the campaign begins. To do this, you will need the name and address of KPMI or, more likely, your local Kairos Advisory Council treasur-

er.

Another opportunity that shouldn't even need to be mentioned is for Kairos volunteers to request donations from their churches' mission budget. This should be done when their church's annual budget is being formulated, usually in the fall.

Finally, many corporations donate to volunteer organizations in which their employees are involved. The local KO advisory council recently received a \$10,000 grant from UPS that one of its members who is employed by UPS applied for.

Bill Van Duyn
Orange Park, Florida

Thank you for printing ("Mailbag" Summer 2008) the letter from Mark Meagher. It was very well put together, and certainly thought provoking.

As you are well aware, there has been a lot said and written on the subject over the years, especially

Continued on following page

N. Burl Cain
Warden/
Publisher
Kevin Benjamin
Assistant Warden/
Supervisor



THE ANGOLITE

THE PRISON NEWS MAGAZINE
(225) 655-4411

August 9, 2008

Mr. John A. Thompson Jr.
Executive Director
Kairos Prison Ministry International
6903 University Blvd.
Winter Park, FL 32792

Dear Mr. Thompson,

Thank you for your letter and kind remarks about our magazine. The staff is dedicated, talented and serious about presenting our subject matter fairly and objectively, with the purpose of enlightening and educating our readers about Angola, prison life and the criminal justice system as a whole. More and more people are affected by the system—directly and indirectly—yet it seems so few have a realistic understanding of the policies and people involved. Least of all of the people who are incarcerated.

Kairos plays a significant role in the religious, or should I say spiritual life of inmates at Angola. I, myself, participated in Kairos in 1996 and the experience was profound. More than 2,000 men here have participated, and their collective experiences have helped to change the prison culture. On several occasions we have featured a Kairos retreat and the ministry as a whole. Enclosed is an article for your information. As an ongoing, weekly ministry however, Kairos is not featured in every issue. We have a number and variety of religious activities and a limited number of pages, so editorial judgment is used to select articles to be published. But we do take photographs for Kairos retreats as a courtesy and will feature the ministry again in the future.

Thanks again for your kind remarks. If we can ever be of assistance please do not hesitate to ask.

Sincerely,



Kerry Myers
Angolite Editor

LOUISIANA STATE PRISON – ANGOLA, LA 70712

as KPMI expands. In reading Mark's letter I was finding myself in at least partial agreement with most of his points. But mostly, I was thinking that in any discussion of this type, it would help to first distinguish between program content/conduct and corporate administration. Most of Marks' points, I think, have to do with program content and the details of program conduct. His main point, to me, was our innate inclination to give the Holy Spirit some wiggle room -- which I think is the intent of the "riverbanks" concept. Also, there is the matter of different approaches to life in different parts of the country. On the other hand, in the realm of corporate administration, there isn't much (if any) wiggle room; and I commend the improvements along these lines that have occurred during your administration. For example, to me, there is no doubt that KPMI must have rigorous financial procedures, from the top down. The various forms and procedures are certainly helping us at this level, and I assume this must also be so at Hq. Another good example is the set of Operating Procedures for the State Committees and Advisory Councils. These bring a level of structure and commonality that I believe is necessary in an organization of this size.

My point is that it might be useful to try to get the volunteers to regard their evaluations as being of either one or the other -- of the program content/conduct, or of the corporate administration. They are very different. I would posit that the former should be somewhat bottom-up (within the guidelines of the riverbanks) and the latter should be mostly top-down.

Thank you, John, for a continuing job well done.

Jim Strub

* * * * *

First, let me say that I appreciate all that you, the board and staff are doing. You are all on the right track and are doing what must be done to grow the ministry and manage what Kairos has already become. Any student of organizational behavior would know this. It makes no difference that Kairos is a religious organization; the principles of organizational management still apply. This in no way means that God is not in ultimate control. If you are obedient to Him, His Spirit will guide your plans and actions. I know that taking all the flack you and the board get can be disheartening and discouraging, but I want to say that there are many more of us who know you are doing a great job, even though we may not be as vocal as your detractors.

I cannot agree with many of the points made by Mark Meagher in his letter starting on page 9. I do not see where policy and structure are choking out the intended results of Kairos. I believe the oppo-

site. Kairos started out as a highly structured ministry and was derived from a very structured ministry: Cursillo. Many ways in which Kairos was less structured in the past were ways in which the existing structure and rules were simply ignored or disobeyed.

It is strange that while Mr. Meagher and myself are involved on Kairos teams concurrently (he for ten years and myself for twenty one), although not in the same state, I do not see the same things happening that he does. For example, in team meetings I see less emphasis on process and procedure and more on team building and spiritual formation than in past years. But it is right that a lot of time at team meetings should be spent on method and procedure because Kairos is and has always been a very methods-based ministry. Maybe that's why Kairos has attracted so many Methodists.

What Mr. Meagher says he no longer sees on Kairos weekends --- the unified body of Christ coming together as a family --- I see more strongly than ever. Since we both serve under the same national organization and hierarchy, there must be something different at the state and local organizational levels that is causing the problems he sees if he, in fact, is seeing things clearly. He is correct, however, in observing that many hierarchical churches are in decline, but it is not as much because they are hierarchical, per se, as because they have become spiritually corrupt. Corruption in the church has always come mostly from the top down. Kairos needs to be careful of this too. These churches are failing because they have not avoided being caught in one of the last stages of the natural life cycle of an organization, a stage where the organization has become rigid and hidebound, has become inward looking and has failed to adapt to a changing environment. In no way is Kairos in this stage of a natural life cycle. More organizations fail in an earlier stage of the life cycle when they fail to manage growth. This is what I see KPMI grappling with, and rightly so.

I believe Kairos is doing a good job overall of encouraging and managing ecumenism and diversity. The flexibility to do this is much of what the relatively new "Riverbanks" concept is all about. What does this have to do with the monitoring system? I do not see his point.

He states that many of the newer mandates should become guidelines or tools. I have a problem with this too, but not the same problem. I have found that many of the newer policies and "mandates" have been issued with inadequate forethought and consideration, have been poorly written and suffer from a lack of thought about unintended

consequences. On several occasions when I have raised questions about these, I have gotten the reply that "these are not really firm rules, only guidelines". When rules are very poorly conceived and written they have to become just guidelines if they won't work as rules.

Ezra is anything but an "attempt to put God in a box." It is exactly what it is supposed to be -- a computerized system to help implement the Kairos manual, help the team leader organize and manage what he has to do and save him a lot of time and trouble. One thing I have seen teams struggle with is passing along information from one team to the next. Ezra does this very well. I suspect Mr. Meagher's real problem with Ezra is that he is just too un-geek. Has he personally used it yet? I have.

As I stated earlier, I have not seen that with Ezra team meetings have become more focused on procedural matters and less on team building. Quite the opposite. But I do agree that Ezra causes team meetings to become old and stale, to a degree. I think this is because before leaders had Ezra they had to do more on their own and be more creative to prepare for and lead team meetings. Now Ezra does much of the work for them, so it is only natural, although perhaps unfortunate, that team meetings may have lost some of their individuality, personality and character. I think that this is just another of those "unintended consequences" we are faced with. On the other hand, Ezra has helped many leaders who have been a little short on organizational and leadership skills become very good team leaders.

Finally, "if it ain't broke, don't fix it", is simply a terrible saying. This is just another way of saying that things shouldn't be improved if they are still working at all. If you believe this adage, things won't be improved. We should always be striving to improve and I see KPMI working very hard to do this.

*YBIC,
Bill Van Duyn
Northeast Florida*

* * * * *

Thanks so much for blessing the men, especially Thomas F., at their Kairos Weekend: Holman 3700. His family members are my friends and we are all thankful for what you did. God bless you all. I was blessed one Weekend (Kairos Outside) when my daughter was at Tutwiler. So much joy and tears. Wonderful!

*Thanks!
Joyce H.*

In memory of Connie York

What a blessing! Little did I know that my first encounter with Connie York would bring several other women and me into a new type of "prison ministry."

My husband and I had been participating in the Kairos Inside Prison Ministry for a couple of years here in North Texas. Through a series of "God-incidences," we were invited to a part of an Ad Hoc committee to begin a "start-up" community of Kairos Outside, later to be named Kairos Outside of Wichita Falls (Texas).

We were aware that we needed some first hand experience before launching KOWF. So, through a mutual friend, with whom I was working Epiphany, I was introduced to Connie York. Connie was a truly kind and compassionate woman who was, at the time, serving as a member of the KONT (Kairos Outside of North Texas) community. She encouraged me to contact, Willa Bellard, the Weekend Leader for KONT # 18. I did so and was asked to join the team.

KONT held its meetings and its Weekends in the Dallas area. Connie and I met to travel the 125 miles to the meetings together. Connie was Observing Leader # 1, Weekend Leader for KONT # 19. During our many hours on the road for KONT #s 18 and 19, Connie and I talked about the ministry of Kairos Outside. I learned a great deal about the ministry, those who would be Guests, the team, the role of the team and the importance of staying in contact with former Guests through reunions that would be held four times a year.

Connie dedicated her brief retirement, (4 years) prior to her death in 2007, to participating in, leading and spreading the news about the profoundly-needed ministry of compassion for those women who have love-ones incarcerated.

After being diagnosed with a recurrence of a cancer, for which she had once been treated, Connie found herself unable to serve as part of the new Ad Hoc committee for KOWF. She did, however, support us with advice and

prayer.

We never knew how much Connie had "spread the word" about Kairos Outside until a donation to KOWF from a former colleague of hers, from the school at which she served as librarian, was received.

Kairos Outside, though relatively new (approximately 16 years old) is becoming a stronger part of the entire Kairos Prison Ministry International.

In order to get the word out for such a much-needed ministry, the Kairos Inside communities, of the different prison units, inform the residents who participate in a Kairos Weekend of the Kairos Outside ministry. Each team for a specific unit is urged to contact a member of the Kairos Outside community closest to it so that she may make a presentation to inform the KI team of the workings and necessity of the KO ministry.

For those states that may not have a Kairos Outside community, here are some important facts that you might want to share with others in your area who may want to start a Kairos Outside program.

FYI:

Kairos Outside is a Christian ministry for the female loved ones of those who are incarcerated

The Weekend is held at a retreat center in a safe environment near the Kairos Outside community

There is no cost to the Guests who participate in the Weekend

The Guests do not have to be Christian to attend. Instead, they need to be open to the activities that will take place during the Weekend.

Each Guest will have a Team Contact who is asked to contact the prospective Guest and answer any questions that the Guest may have. The Team Contact should stay in touch with the Guest that she is assigned for at least 6 months after the Weekend is held.

See *Connie*, page 18

A dear friend and faithful Kairos volunteer, **Dr. James Fuller**, passed away on April 23, 2008. Jim served with the Kairos Florida Sumter Correctional Team. Please keep his wife, Suzanne, in your prayers.

Please keep long-time, Louisiana Kairos volunteer, **Rev. Miller Armstrong** in your prayers. On March 19, 2008, Rev. Armstrong went to be with our Lord. He is survived by his wife, Mary Ann Armstrong of Baton Rouge, LA. Rev. Armstrong was on the staff of Angola #1 and served on the team many times. He also served on the Advisory Board of Chapel of Transfiguration, an official congregation of the Episcopal Diocese of Louisiana at Angola. He also served on the advisory board for Kairos St. Gabriel (LCIW).

Mrs. Alyce Jane Sannes, 89, wife of Mr. Kenneth Sannes, North Augusta, SC entered into rest Thursday, May 29, 2008.



She was a teacher for many years, teaching in Michigan and Wisconsin and retiring in South Carolina. She was an active member of St. Bartholomew's Episcopal Church since 1967 and the Episcopal Church Women's Group. After her husband's retirement from Kimberly Clark, they both worked with the Cursillo Ministry and Kairos Prison Ministry, a ministry to the imprisoned, to inspire them to a Christian way of life. Please keep Ken and their children in your prayers.

Barbara Ann Waclawczyk Barnes, age 61, left the pain and agony of leukemia and peripheral neuropathy behind in the early

morning hours of Saturday, June 28, 2008. Barbara was very active in Kairos Prison Ministry International where she and her husband, Marvin, were instrumental in starting the first Kairos weekend in the state of Idaho. She was a member of the St. Ann's Parish in La Vernia. Barbara was the smile everyone needed during rough times and has provided life to many. Please implore our Lord to ease pain of Marvin's loss.



Charles E. Hitchcock, Glens Ferry, ID went to be with our Lord on Wednesday, June 11, 2008. Charles was active in the Emmaus community as well as being instrumental in bringing Kairos to Idaho.

Janet Day, Maitland, FL is now at peace, safely in our Lord's arms. She passed away on May 28, 2008 after battling a long illness. Janet is the wife of Dick Day, one of the original founders of Kairos Prison Ministry International, Inc. Dick and Janet had been married for 61 years. Please keep Dick in your thoughts and prayers, for strength from the Lord, as he continues on his earthly path with the absence of his life's companion, Janet.

Our Lord has also called the following Kairos volunteers and supporters to be with Him. Please remember them and their families in your prayers.

Clarence Bailey, Florida
Fred Robinson, Florida
Charles Lewis
William O'Brien

Keep In Your Prayers...

West Virginia Kairos volunteer, **Rev. Randy Brake**, who is recovering from heart surgery.

Callings are a Funny Thing

By Susann Estle-Cronau

In 1999, I felt a strong call of God to open a soup kitchen in Brown County, where I lived. With God's guidance and the hard work of several other faithful, the kitchen was opened. Three years later, with successors in place, I walked away with the knowledge that my calling to that mission was over, and that the kitchen would continue, as it has. How did I know it was over? The same way I knew it began, I suppose – God told me so.

In the meantime, my mother sponsored me on A Walk To Emmaus, at Hoosier Hills Emmaus in Bloomington, Indiana. She had been on a walk several years before, and now several members of our congregation at New Life Community Church in Nashville, Indiana were members. My application went in too late for a fall walk in 2003, so I spent several months in prayer and anticipation for spring 2004.

In the meantime, God spoke to me again. He questioned me. As I drove through our small town, I casually glanced at a work crew from the county jail raking fall leaves from the courthouse lawn. One of the prisoners was a woman. God asked me, "Who's ministering to the women?" And I asked God, "Why are you asking me? Aren't you omniscient?"

Honestly, that question frightened me. I knew what God was asking of me, and I couldn't figure out why. I had absolutely no ministry experience whatsoever. For the last three years, I had helped give people free food. Now God was asking me to give free food of another kind, to hungry people of a different kind.

Hindsight, like callings, can be funny things.

The same week I began ministering to the women in the Brown County jail was the same week I took my Walk. My first visit to the jail was with the Sister from the Catholic

Church in our county, and after our visit, she warned me that the following week I would be visiting by myself. I took that thought with me on my Walk, and I know my life-changing experience on the Walk sustained me that next visit, and all the visits to come.

Three years later, I was still ministering in the jail, and working Walks, but a special season in my life was beginning. I remarried and moved from Brown County to Hendricks County. I knew the call on my life to minister to those imprisoned was still in place, even if my place of residence had moved. God was still calling me out.

I began to search for the place where God wanted me, where I could serve. I was turned away at the first location. I shook the dust off my sandals and continued my search. I had written down during the last Walk I worked the word "Kairos." This group was mentioned for five seconds during the end of the talk, but the word "prison" was mentioned, so it was burned into my mind.

After several calls and some homework, I found a Kairos group which would soon start their organizational meetings for a weekend – and the meetings were only 30 miles from my home. Again, God was providing the way for me to satisfy the call on my life.

The team meetings were different from Emmaus meetings. There was a different intensity to the meetings than with Emmaus. And there were so many rules, but I expected that. After all, we were ministering in a prison, not a United Methodist camp. There were rules in the county jails that had to be followed. One woman who ministered before me broke the rules at the jail, and the sheriff banned her from visiting. While some rules of humanity are cruel and destructive and should be contested, other rules

are not. This was a clear demonstration to me that God does respect rules, and if I wanted to minister at the jail, I should follow those rules.

My first weekend was an amazing experience, as was every weekend since. I became involved in the leadership process and began to search for volunteers to bring into our small organization. Kairos differs from Emmaus communities. In Emmaus, communities gather in close locales, and run their Walks close to home. Kairos is different in that our locales are already established – they are prisons. Women come from as far as 200 miles away from their homes to work on Kairos teams. Many members in my new congregation in Danville weren't Emmaus alumni, so I turned to my former community for support.

I sent an email to Frank Rowe, then e-mail director for Hoosier Hills. Not only did he forward my plea for volunteers to the community, but he called and asked me to speak at a Fourth Day Meeting in Martinsville, Indiana. I could bring fliers and applications and any information I wanted about Kairos.

Hindsight, again, is a funny thing.

I had given a Fourth Day Talk in Martinsville several years ago, and felt very comfortable with the Hoosier Hills community there. I ate with the community, talked to the community, and felt connections again there. An interesting truth about jail and prison ministry that has been revealed to me is that it is a ministry of seed sowing. There were times I would only ever have a chance to meet a woman once, and so what I spoke to her through my ministry had to happen that one time.

From that one seed, members from Hoosier

Hills Emmaus now serve as members on three Indiana Kairos Advisory Councils (Plainfield, Rockville and Wabash Valley) and around 40 volunteers serve in various Indiana prisons.

I have worked three Kairos weekends at the Rockville Correctional Facility, one of two long-term facilities for women in the State of Indiana. I have also attended a two-day retreat, and several reunion groups at the facility. During these weekends,

I realized that volunteer work is wonderful, but my calling has driven me to a different level. Two years ago I decided to pursue fulfilling the requirements of the State of Indiana to work as a Chaplain in a facility. I have since completed one-third of the classes necessary for a Master's Degree of Divinity at Christian Theological Seminary in Indianapolis, and recently successfully completed a unit of Clinical Pastoral Education.

I am also in the recording process of the Quaker Church in Western Yearly Meeting, equitable to ordination in other denominations. My goal and prayer is that in three years, I will be working as a Chaplain in a prison in the State of Indiana.

Beginning later this month, I will be leading two groups of inmates at Rockville Correctional Facility through Purpose Driven Life -- one PLUS group, one general population. Without the support and opportunities provided me through Emmaus and Kairos, my journey would have felt like a wilderness experience instead of climbing to the mountaintop.



Changes to the State Chapter Agreement at Summer Board Meeting

At the Summer Board Meeting a motion was passed that may impact the way you calculate the affiliation fees due to the KPMI Office. I have attached a copy of the motion that was passed by the Board without objection. The motion clarifies how the affiliation fees are to be calculated and paid.

The first clarification is that essentially the calculation should be done annually in the 4th quarter with installment payments made quarterly. The installment payment for the first three quarters is equal to 10% of the funds raised, as defined in the original paragraph, during each quarter. The payment for the 4th quarter will be calculated as the greater for the year of (a) 10% of funds raised at the Advisory Council level or (b) \$15 per graduate or guest minus what has been paid so far year to date. This amount will then be paid to the KPMI Office.

The second clarification is that the amount paid to the KPMI Office should be an accumulation of the amount collected from each Advisory Council, plus 10% of what the State

collects separately from outside sources including 10% of gross sales of items not purchased from the KPMI Office. I know that currently some states are calculating the 10% or \$15 on the amounts aggregated at the State level. This would not be correct. The Advisory Council amounts are to be accumulated. This process will be easy because each Advisory Council should be using KairosDonor and can generate a report for the 4th quarter using the "Affiliation" section. This report and, in Model 2 States, the appropriate payment amount can then be forwarded to the State Financial Secretary. This report function also works for Model 1 and Model 3 States.

Background: Paragraph 5 of the State Affiliation Agreement speaks to Affiliation Contribution; Ownership of Funds. Part (a) provides the terms under which the Affiliation Contribution will be paid and calculated. There is some ambiguity in the language as it is currently written which has caused confusion for some in calculating the Affiliation Contribution. The interpretation has been made that there is a double

counting in the way it is worded. For example, it is possible to interpret that in the 1st Quarter when the donations are received for a weekend, the affiliation contribution would be made based on the gross receipts. But in the 2nd quarter when the weekend is held the affiliation contribution would be made based on the \$15 per graduate because there were no other funds collected, thus, making an affiliation contribution on the one weekend twice. This is not what is intended.

The proper interpretation is that the quarterly affiliation contribution would be calculated on the gross receipts for the 1st, 2nd and 3rd quarters. Then, in the 4th quarter the calculation would be made on the gross receipts for the whole year, compared to the \$15 per graduate to determine which was greater. The 4th quarter payment would be this amount minus what had been paid in the first three quarters. To aid in this determination, this calculation has been incorporated into KairosDonor in the "Affiliation" section. Each Advisory Council can report its calculation to the State Financial Secretary for accumulation at the State level.

Motion: That Paragraph 5. (a) of the State Affiliation Agreement by revised to read:

"(a) During the term of this Agreement, the State Treasurer shall forward to the KPMI Office the Affiliation Contribution as defined below. The "Affiliation Contribution" for the first, second and third quarters shall be 10% of all Funds received in the State during the quarter. The "Affiliation Contribution" for the fourth quarter shall be the difference between the greater of (1) fifteen dollars (\$15) for each Kairos Inside resident, each Kairos Torch resident and each Kairos Outside guest that completes a Program in the State during the year, or (2) 10% of all Funds received in the State for the year and the "Affiliation Contributions" paid in the first three quarters of the year. For the purposes ... (continue the rest of the paragraph as is)

*Brett Beemer,
KPMI CFO*

*and
George Brown
KPMI Board Treasurer*

Connie, from page 16

The Kairos Outside Team prepares itself to serve God by filling an assigned position (table leader, table server, agape, musician or chef) for the Weekend.

All financial support comes from donations or fundraising events offered by the Team.

Angels, who are women that come and spend a few hours helping out during the Weekend, are available to provide transportation for a Guest who may need it.

The Guests will hear a series of talks, given by Team Members, that mirror the feelings and situations in which the Guests live.

Forgiveness is an important focus of the Weekend. Team Members and Clergy will present talks on forgiveness and urge the Guests (as well as

Team Members) to look at issues of forgiveness they face.

Clergy from various Christian denominations are present during the entire Weekend to "listen, listen, love, love."

There are several wonderful "surprises" during the Weekend that are planned by the Team, such as "Flowers at Dawn," "special letters," an "elegant dinner," a "birthday party," a cross ceremony and a closing.

Guests receive agape items from the various Team Members to enhance the memories of the Weekend.

Guests are invited and encouraged to serve on future teams and to attend reunions hosted by the Kairos Outside community which they attended.

Reservations forms and brochures for Kairos Outside are available from the Kairos website: kairosprisonministryinternational.org

Connie York was a strong Christian woman dedicated to the Kairos Outside ministry. She served faithfully and selflessly as a Team Member and Weekend Leader during her short retirement. Those of us who were fortunate enough to know her, knew the joy that she expressed in working with the Kairos Outside ministry. She was a truly great influence in both Kairos Outside of North Texas and Kairos Outside of Wichita Falls.

We miss her smiling face and her tireless efforts to spread the news about Kairos Outside. Thank you, Connie.

*Carole Venhaus
Kairos Outside,
Wichita Falls, Texas*

What a Difference a Hug Makes

We had some time left at the end of our monthly reunion at Dade Correctional Institution near Miami. Our leader invited anyone who would like to share what God was doing in their life to come forward.

A man we'll call "Robert" came forward. He was new to the Camp, but saw our Kairos Reunion listed on the schedule.

He began to tell us how he came to experience a Kairos Weekend. He was at another prison that makes furniture for the State of Florida and had signed up for the Kairos Weekend. But he forgot to report on Thursday afternoon.

At the end of his shift, he was dirty, sweaty and covered with sawdust.

As he walked back to his dorm, he heard people calling his name. It was then that he remembered that he had signed up for Kairos. He was so dirty and sweaty from work that he decided he would have to pass.

Robert said he was totally surprised when a priest came walking toward him, calling his name and saying that they were all waiting for him. "He walked up to me and gave me a big hug, sweat, dirt, sawdust and all. I couldn't believe that anyone would hug me, considering how dirty as I was."

Robert then went on a life changing weekend. He told our group how he had grown up in the projects in Tampa, FL. He had learned to fight at an early age. He never heard anyone tell him he was loved. He went to prison at the age of 15 for beating to death a man who had raped his girlfriend. He is now 29 and will be released in a year and a half.

Roberts wants to enter ministry when he is released to tell other young people that there is a God who loves them. He wants to share the love that he found on a Kairos Weekend years ago—the one that started with a priest hugging a sawdust covered child of God.

*Barrie McHugh
Miami, FL*

Prison and Kairos

I've thought about visiting prison,
Ever since I was a small child.
Not because I had family there,
Or because I was raised to run wild.

Maybe because I was fascinated,
About those steel and concrete walls.
Or about those men and women,
Being marched up and down those halls.

I've wondered how it must feel.
To have steel doors slammed shut at your back.
And, thought why would you ever want to,
Get out of line and so far off track.

I finally, after many, many years,
Through the work of Kairos team.
Got to go into a prison and witness
The things that before was just a dream.

I can tell you for sure and certain
Those doors slamming shut make you shudder.
They make you remember back, and be proud,
You obeyed and honored your father and mother.

They also reminded me that even though —
You were a Christian and raised right,
If, you weren't very careful how you lived,
Satan was always near you, tempting you day and night.

Some of the men we met in this prison,
Were young and some were old.
And if you were only looking in, it was hard to tell.
Which were made of brass and which were made of Gold?

These men, I'm sure were there for a cause.
And it is true, for their crimes they must pay.
But these Christians, that make the Kairos Team,
Go inside these prisons and teach them to pray.

My Bible teaches me that, for all we must care.
And Jesus wants, that not one will be lost.
So, we can help too, in our own small way,
To show them the way by paying the cost.

Their cost is nothing, except to turn from their sins.
And ask Jesus to come into their heart.
Jesus will do the rest, you see.
If they will only do their part.

There in this Kairos filled room I saw,
Inmates — who — I know without a doubt.
Will always love and cherish these friends, and GOD.
Even though, from this prison, they'll never get out.

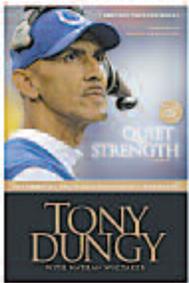
But thank GOD for this experience I've had.
I know GOD had this all in His plan.
And I'll end this poem by asking GOD
To hold each of you forever, in His Hand.

By Lottie Zant-Brockman



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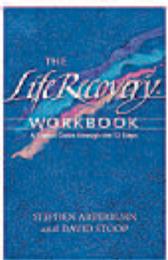


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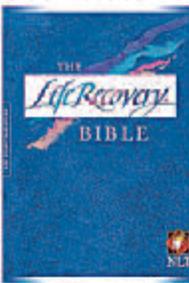


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ADVANCED KAIROS TRAINING

AKT-Inside is for Kairos Inside volunteers who are in or will be in a weekend leadership role, including Advisory Council or State Chapter positions, anywhere within the Kairos Inside program. AKT-Inside gives the what, who and why of the Kairos Inside ministry. Kairos policy requires that all weekend leaders must have attended AKT-Inside prior to leading a weekend.

September 26-28, 2008, ODENVILLE, AL Kairos Inside and Kairos Outside

- ❑ Location: Springville Camp & Conference Center; 3886 Mountain View Road, Odenville, AL 35120, 205-629-6279
- ❑ Cost: \$150 per person, double; \$175, single occupancy; Commuters - \$110. Fee includes 5 meals and 2 nights lodging. Complimentary transportation from and to the Birmingham International Airport. Conference Center is approx. 25 miles from the airport.
- ❑ Contact: Jan Thrower at 352-473-7896 or plainjan@yahoo.com, for additional information including application form and mailing address. Make checks payable to Kairos of Alabama.
- ❑ Notes: Applicants need to bring only personal items.

October 3-5, 2008, PALM BEACH GARDENS, FL Kairos Inside

- ❑ Location: Marriott Hotel 4000 RCA Blvd. PBGardens 33410 Training: St. Mark's Church 3395 Burns Rd. PBGardens
- ❑ Cost: \$210 per person for double; \$325.00 for single occupancy; \$95 for commuter. Fee includes 5 meals and 2 nights lodging. No Lodging for commuters.
- ❑ Contact: Jan Thrower at 352-473-7896 or plainjan@yahoo.com, for addition information including application form and mailing address. Make checks payable to Kairos of Florida.
- ❑ Notes: Applicants need to bring only personal items.

January 9-11, 2009, COLUMBUS, OH Kairos Inside

- ❑ Location: Columbus Cum Christo Center

- ❑ Cost: \$130. Includes meals and snacks, lodging (2 nights) and training material.
- ❑ Contact: Judy Gibeaut: judygibeaut@aol.com or 614-457-6297 for more information.
- Notes: Attendees need to bring sheets, towels and pillow case as well as personal items. Sleeping arrangements are dormitory style.

February 6-8, 2009, NORCROSS, GA Kairos Inside and Kairos Outside

- ❑ Location: Simpsonwood Conference Center, 4511 Jones Bridge Cir. NW, Norcross, Ga.
- ❑ Cost: \$205 for double, \$295 for single, \$175 for commuters. Includes 2 nights lodging (except commuters), 6 meals and training materials. Please make checks payable to KPMI, Inc.
- ❑ Contact: Jan Thrower, plainjan@yahoo.com 352-473-7896, for additional information including an application and mailing address.
- ❑ Notes: Participants need to bring personal items.

March 27-29, 2009, AMARILLO, TX Kairos Inside and Kairos Torch

- ❑ Location: Bishop DeFalco Retreat Center, 2100 North Spring, Amarillo, TX 79107, 806-383-1811. Arrive by 6 p.m. and start at 7:00 Pm.
- ❑ Cost: \$195-single, (limited number of rooms) \$160-double, (each) and \$120-commuter. Fee includes two nights lodging, all training materials and the following meals: Friday evening; Saturday breakfast, lunch and dinner and Sunday breakfast.
- ❑ Contact: Mike Stumbaugh, mstumbaugh@sbc-global.net) or 817-860-3500 (home) or 817-247-5403 (cell) for application and additional information. Checks should be made payable to KPMI - Texas.
- ❑ Note: Attendees need to bring personal items only.

April 3-5, 2008, WAVERLY, GA Kairos Inside

- ❑ Location: Honeycreek Episcopal Conference Center, 299 Georgia Episcopal Conference Center Rd., Waverly GA (40 miles north of Atlanta).
- ❑ Cost: \$200 for double, \$240 for single, \$125 for commuters. Includes 2 nights lodging, (except commuters) 6 meals and training materials. Please make check payable to: KPMI, Inc. (Georgia).
- ❑ Contact: Jan Thrower, plainjan@yahoo.com, 352-473-7896 for additional information including an application and mailing address.
- ❑ Notes: Participants need to bring personal items only, no linens.

May 1-3 2009, COLUMBUS, OH Kairos Outside

- ❑ Location: St. Therese Retreat Center
- ❑ Cost: \$170 for non commuters and \$120 for commuters. This includes room (2 nights), meals, snacks, and training materials.
- ❑ Contact: Judy Gibeaut, judygibeaut@aol.com or 614-457-6297 for more information
- Non commuters would fly into Columbus.

June 5-7, 2009, JACKSONVILLE, FL Kairos Inside

- ❑ Location: Marywood Retreat Center, 1714-15 State Road 13, Jacksonville, FL (on the beautiful St. John's River)
- ❑ Cost: \$205 for double, \$255 for single, \$135 for commuter. Please make checks payable to Kairos of Florida. Fee includes 2 nights lodging, 5 meals and training material.
- ❑ Contact: Jan Thrower plainjan@yahoo.com or 352-473-7896 for additional information including mailing address and application.
- ❑ Note: Participants need to bring personal items.

September 18-20, 2009, BUCKEYSTOWN, MD Kairos Inside and Kairos Outside

- (Training will run concurrently so you may only attend AKT Inside OR AKT Outside).
- ❑ Location: Bishop Claggett Center, 3035 Buckeystown Pike, Adamstown, MD 21710. Please click this link for directions: www.bishopclaggett.org/
 - ❑ Cost: \$225 per person which includes two nights lodging (including linens), five meals (Friday supper through Sunday breakfast), training materials and instructors. Commuter price: \$175 per person.
 - ❑ Contact: David Graves; davidgraves@verizon.net or 240-601-0218
 - ❑ Notes: Dorm style housing with 3-5 per room but segregated by gender. The facility is NOT handicapped accessible and it is NOT airconditioned (should not be an issue in late September). For those flying in, pickup from BWI airport if you arrive before 4:30 p.m. Supper will be served at 6:15 p.m. on Friday. The registration form can be found at: www.kairosprisonministry.org/templates/System/details.asp Please make check payable to: Kairos of Maryland and mail it and the registration form to: Maryland Kairos, PO Box 401, Burtonsville, MD 20866.
 - ❑ Additional late fee of \$25 if you register after August 1, 2009.

KAIROS MEN'S WEEKENDS

Date	State	Institution	Wknd #	Leader
9/16/08	VA	Keen Mountain CC	14	Len Barrow
9/18/08	FL	New River East	2	Robert Roque
9/18/08	GA	Scott	7	Lyle Brooks
9/18/08	LA	Wade Correctional	26	Charles Payne
9/18/08	OH	Lebanon Correctional	37	Kurt Fancett
9/18/08	OH	North Central CI	1	Victor Baker
9/18/08	SC	McCormick CI	30	David Kelly
9/18/08	TN	West Tennessee SP	22	Lodean Glenn
9/18/08	TX	Clements	30	Dick Gaither
9/18/08	TX	Smith	23	Tommy Stovall
9/25/08	FL	Okochobee CI (Spanish)	37	Carlos Bermudez
9/25/08	FL	Polk CI	27	Lew Arnold
9/25/08	FL	Union CI	65	Jerry James
9/25/08	GA	Hays Annex	2	David Sawyer
9/25/08	TX	Bartlett Unit	9	Charlie Lunday
9/25/08	PA	SCI Lake Erie	15	Doug Keller
9/25/08	SC	Kershaw CI	18	Jerry Menendez
9/25/08	So Afr	Pietermaritzburg	5	John Schneeberger
9/27/08	C. Rica	San Sebastian	6	
10/1/08	VA	August CC	22	Marty Harbin
10/2/08	CO	Delta CF	34	Timothy Brady
10/2/08	FL	Hardee WC - Main Unit	17	Don Williams
10/2/08	MS	Parchman U32	3	Darryl McElrath
10/2/08	NH	NHSP	44	Tom Stevens
10/2/08	NY	Collins Correctional	51	
10/2/08	OH	Hocking	1	Tom McKell
10/2/08	SC	Lee CI	27	Richard Tummeyer
10/2/08	SC	Perry CI	22	Glen Williams
10/2/02	TX	Allred	15	David Ross
10/2/08	TX	Polunsky	21	John Fetzer
10/2/08	WA	Clallam Bay CC	6	Bob Speicher
10/10/08	UK	Maghaberry Men's Prison	5	Nigel Farr
10/9/08	CO	Territorial	46	Bob Bentzen
10/9/08	FL	Charlotte CI	29	Tom McDonough
10/9/08	FL	Columbia	16	Andy Foote
10/9/08	GA	Rivers SP	5	Steve Rutherford
10/9/08	OK	Dick Conner CC	21	Tim Clement
10/9/08	SC	Evans CI	31	Jon Skytta
10/9/08	TX	Daniel	10	Stan Edwards
10/9/08	TX	Hightower	1	Jerry (Stoney) Burke
10/9/08	TX	Hughes	23	Wayne Radwarski
10/9/08	TX	Lynaugh	20	George Koss
10/9/08	TX	Neal	21	Brian Selman
10/10/08	CA	San Quentin SP	32	Tom Witt
10/10/08	CA	USP Lompoc	27	David Nieto
10/10/08	CT	Osborn	7	Rick Pangretic
10/10/08	PA	SCI Waymart	10	Gary Freeland
10/10/08	TX	Vance	36	Dennis Crowe
10/14/08	AUS	Silverwater	21	Keith Robards
10/14/08	VA	Green Rock CC	1	BuckyHammond
10/16/08	AZ	ASPC Lewis	4	J Smith
10/16/08	FL	Avon Park CI	31	Bill Heath
10/16/08	FL	De Soto CI	51	Greg Mulkey
10/16/08	FL	Madison CI	26	Justin Menendez
10/16/08	GA	Phillips SP	6	Chris Shiver
10/16/08	IN	Miami Adult	3	Donald Mason
10/16/08	IN	Plainfield	3	Jeff Grossnickle
10/16/08	LA	Rayburn CC	7	Ronnie Berg
10/16/08	NY	Shawangunk CF	11	Herbie Hemsley
10/16/08	SC	Broad River CI	24	Chip Peavy
10/16/08	TX	Darrington	42	Richard Ater
10/16/08	TX	Michael	33	Chuck Robinson
10/16/08	TX	Robertson	27	James Griffith
10/16/08	TX	Stiles	24	Phil Hilliard
10/16/08	WA	Washington SR	44	Val Brustad
10/23/08	AL	St. Claire	48	Steve Hallman
10/23/08	AR	ORU	3	Tom Minnich
10/23/08	FL	Moorehaven CI	16	Chuck Harris
10/23/08	FL	Tomoka Correctional	63	Paul Boehm
10/23/08	FL	Zephyrhills CI	55	Charlie Kunath
10/23/08	GA	Autry State Prison	18	Micah Kimler
10/23/08	GA	Lee SP	30	Jiles Parham
10/23/08	NY	Fishkill CF	18	Randy Zoodsma
10/23/08	NY	Gouverneur CF	1	Edwin Marsh
10/23/08	OH	Marion Correctional	24	Bob Paugh
10/23/08	PA	USP Lewisburg	9	Danny Carl
10/23/08	TX	Boyd	13	Steve Smith
10/23/08	TX	Clemens	7	Mike Allen
10/23/08	TX	Coffield	26	Arturo Hernandez
10/23/08	TX	Stevenson	18	Leonard Reip
10/23/08	VA	Greensville CC	14	James Eads
10/25/08	MS	Yazoo City FCC	2	Danny Hart
10/29/08	TX	McConnell	27	Tom Mooney
10/30/08	AL	Fountain CC	47	Bob Beacham
10/30/08	CO	Sterling North	13	Mike Ramirez
10/30/08	GA	Hays GP	19	Fred Valazquez
10/30/08	GA	Valdosta State Prison	17	Wayne Fann
10/30/08	ID	Idaho State CI	9	
10/30/08	IN	New Castle CF		Bud Ruby
10/30/08	KS	El Dorado CF	7	Sherif Antoun
10/30/08	NC	Pasquotank CI	18	Rick Sealander
10/30/08	OH	Toledo CI	11	Eddie Ledesma
10/30/08	OK	Cimarron CF	10	Vince Larsen
10/30/08	SC	Tyger River	8	Bert Webb
11/5/08	TX	Eastham	16	Ray Whitney
11/6/08	AR	Pine Bluff Diagnostic	18	Patrick Sweeney
11/6/08	AR	Tucker Unit	25	Tom Wachtel
11/6/08	AZ	Red Rock CC	5	George Hegeman
11/6/08	CA	FCI Victorville	14	George Robillard
11/6/08	FL	Okochobee CI (English)	38	Leroy Freeman
11/6/08	FL	Putnam CI	15	Terry Vliek
11/6/08	GA	Calhoun SP	10	Mark Peak
11/6/08	GA	D Ray James Prison	13	Randy Ashurst
11/6/08	GA	Dooly	20	Mike Robinson
11/6/08	GA	GSP	18	Art Fickling
11/6/08	GA	Washington	2	Roger Ervin
11/6/08	IN	Branchville	5	Michael Lueke
11/6/08	IN	Westville Men's	9	Chris Wycoff
11/6/08	MD	Hagerstown	9	Rusty Mathsen
11/6/08	MO	Crossroads CC	4	Gary Porter
11/6/08	NC	Bertie CI	2	Joseph Murphy
11/6/08	NC	Marion CI	1	Chris Callahan
11/6/08	NM	Lea County CF	13	Jimmy Hamilton
11/6/08	OH	Warren CI	2	TBA
11/6/08	OK	JCCC	15	Dan Thayer
11/6/08	PA	SCI Albion	27	Mark Williams
11/6/08	SC	Allendale CI	5	Carl Pickelsimer
11/6/08	TX	Beto Unit	39	Dwayne Marshall
11/6/08	WA	McNeil Island CC	24	Gary Maples
11/6/08	WA	Washington SP	2	Roger Ervin
11/7/08	CA	CMF Vacaville	32	Bill Bricker
11/13/08	CA	Centinela SP	4	Jose F. De Soto
11/13/08	CA	FCI Terminal Island	32	Chris Erickson
11/13/08	FL	Glades CI	47	Jim Bennett
11/13/08	FL	Sumter CI	10	Jim Desmond
11/13/08	GA	Georgia State Prison	18	Arthur Fickling
11/13/08	GA	Hancock SP	31	Pete Gonzales
11/13/08	IN	Pendeleton CF	3	Dave Hess
11/13/08	PA	SCI Greene	6	Bob Lytle

KAIROS MEN'S WEEKENDS (CONT.)

Date	State	Institution	Wknd #	Leader
11/13/08	TX	Connally	12	Warren Wundt
11/13/08	TX	Dalhart	18	Les Underlee
11/13/08	VA	Nottaway	23	Bill Cyphers
11/19/08	TX	Briscoe	4	A. B. Menasco
11/20/08	AL	Limestone General	47	Ottis Vayghn
11/20/08	CA	Ironwood SP	19	Mike Brinda
11/20/08	FL	Everglades CI	13	Paul Smith
11/20/08	GA	Rogers SP	19	Ted Stockholm
11/20/08	NY	Gowanda	5	David Scholand
11/21/08	AL	Holman Death Row	11	Dennis O'Keefe
12/4/08	NY	Wende	43	Gelnn Ridge
01/29/09	OH	Ross CI	18	Greg Stout
02/05/09	WV	Huttonsville CC	12	Jeff Musgrave
02/19/09	GA	Augusta State Medical Prison	44	Lou Carreras
02/19/09	LA	Lousiana SP Camp C	17	Richard Beall
02/19/09	NC	Alexander CI	8	Lee McDow
02/19/09	TX	Hutchins	7	Virgil Van Schuyer
02/26/09	AR	Pine Bluff Work Release Unit	31	Vern Lee
02/26/09	IN	Pendleton	4	Bob Bierwagen
3/5/09	TN	West Tennessee SP	23	Patrick Siano, Jr.
3/12/09	GA	Ware	32	Jack Mounts
3/12/09	OH	Tremble CI		John Balough
3/19/09	TX	Torres Unit 21		John Estes
3/26/09	GA	Rogers SP	20	Fred Daniel

KAIROS WOMEN'S WEEKENDS

Date	State	Institution	Wknd #	Leader
9/18/08	AL	Tutwiler Prison for Women	47	Nancy Holmes
9/18/08	OH	Franklin PreRelease Center	7	Warlita Duvall
9/18/08	WA	WCCW (Purdy)	37	Sharon (Cheri) Tanner
9/25/08	FL	Hernando CI	23	Sang-Hie Lee
9/25/08	NY	Beacon WCF	24	Angie Freeborn
9/25/08	OH	TCC	1	Judy Schneider
9/30/08	AUS	Berrima	15	Robyn Allen
10/2/08	TX	Murray Unit	7	Johanna Pelham
10/8/09	MS	CMCF Women's	23	Laura Ranger
10/9/08	PA	SCI Cambridge Springs	10	Penny Qualls
10/9/08	SC	CGG (Women's)	37	Gwendolyn Gibson
10/9/08	TX	Lockhart	8	Katrina Hodge
10/10/08	CA	California Inst. for Women	1	Angela Tasker
10/10/08	CA	Valley State Prison for Women	6	Robyn Gonzales
10/10/08	CA	FCI Dublin	43	Cindy Robinson
10/10/08	CT	Danbury Federal CI	9	Joyce Shirley
10/16/08	CO	Canon Women's	48	Carolina Martinez
10/16/08	FL	Broward CI	75	Rhonda Russell
10/16/08	FL	Homestead CI	16	Judie Dreyer
10/16/08	OK	Mabel Bassett CC	27	Renee Neighbors
10/16/08	TX	Mountain View	19	Janette Cuellar
10/16/08	VA	Central VA CF	13	Erika Hilton
10/23/08	FL	Hillsborough CI	8	Pam Stiers
10/23/08	SC	Leath CI	13	Carol Mitchell
10/30/08	AUS	Berrima	15	Heather Graham
10/5/08	CT	York CI	12	Valerie Leal
11/6/08	FL	Lowell CI for Women	10	Carla Rhodes
11/6/08	GA	Lee Arendale	5	Luisa Velazquez
11/6/08	IN	Rockville Women's	9	Janice Ross
11/6/08	KS	Topeka CF	5	Donna Shelite
11/6/08	LA	LCIW	27	Patti Paquette
11/13/08	AK	Highland Mountain CC	8	Mary Kerr
11/13/08	OH	Ohio Reformatory for Women	30	Kathy Daft
11/20/08	AR	McPherson Unit	18	Roxanne Meltzer
11/20/08	MD	MCI	1	Diana Bartlett
11/20/08	NY	Albion WC	58	Margarita Extes
12/4/08	CO	Denver Women's CF	10	Linda Stewart
1/4/09	TX	William P Hobby Unit	25	Deneice Marshall
2/19/09	GA	Pulaski	27	Wanda Ellington

KAIROS TORCH WEEKENDS

Date	State	Institution	Wknd #	Leader
9/26/08	OH	Marion Correctional Torch	9	Ryan Sittler
10/3/08	OK	SWOJC	14	Tony and Donna Curtis
10/17/08	GA	Sumter YDC	12	Jean Dunn
10/24/08	KS	Kansas JCC	13	Paul Beck
10/24/08	NC	C A Dillion	1	David & Nancy Farmer
10/31/08	CA	N.A. Chaderjian TC	1	Paul Kaupras
10/31/08	TX	Youth Ctr. of the High Plains	2	Brice & Becky Kelley
11/20/08	AR	McPherson (Girls)	18	

KAIROS OUTSIDE WEEKENDS

Date	State	Institution	Wknd #	Leader
9/19/08	IN	KO - Northern Indiana	5	Cece McAgy
9/19/08	NY	KO - Mid Hudson	20	Linda Falcon
9/26/08	AZ	KO - Tucson AZ	21	Sabrena Schaefer
9/26/08	AZ	KO - Phoenix	4	Elizabeth Weir
9/26/08	FL	KO - Central FL	30	Kathy McLay
9/26/08	GA	KO - South Georgia	5	Ruthie Spell
9/26/08	KS	KO - Kansas Wheat State	4	Esther Wilhelm
9/26/08	SC	KO - South Carolina	4	Sandy Waddell
10/3/08	CA	KO - North	45	Pamela Mchombo-Taylor
10/3/08	CA	KO - Victor Valley	2	Carol White
10/3/08	LA	KO - West Louisiana	18	Barbara Guillory
10/3/08	NM	KO - New Mexico	18	Linda Mitchell
10/3/08	OK	KO - Eastern Oklahoma	6	Mary Leslie
10/3/08	TN	KO - East Tennessee	12	Freda McCrary
10/3/08	TX	KO - North Texas	25	Debra Hartley Wilmont
10/3/08	UK	KO - SW, UK	12	Chris Wheeler
10/10/08	AR	KO - Arkansas	12	Brandi Brannon
10/17/08	AUS	KO - Melbourne	4	TBA
10/17/08	GA	KO - North Georgia	22	Cindy Credille
10/17/08	LA	KO - East Louisiana	2	Connie Crosier
10/16/08	NC	KO - North Carolina	10	Judy Zaner
10/17/08	NH	KO - NH	22	Sandra Guptill
10/24/08	CT	KO - Connecticut	3	Sancy Miller
10/24/08	TX	KO - Midland, TX	19	Gloria Cork
10/24/08	VA	KO - Central VA	22	Joyce Redford
10/31/08	MD	KO - Maryland	6	Eileen Davis
10/31/08	TX	KO - Wichita Falls	5	Judy Taylor
10/31/08	VA	KO - Southwest VA	5	Joanne Elder
11/7/08	AUS	KO - SEQ	16	Kerrie Braun
11/7/08	CA	KO - Desert	14	Hilde Winston
11/7/08	CA	KO - South	42	Rojean Marshall
11/7/08	CAN	KO - Ontario, Canada	9	Helen Hall
11/7/08	MS	KO - Mississippi	8	Cary Shepherd
11/14/08	AUS	KO - Riverina	2	Lorraine Robinson
11/14/08	CO	KO - Colorado	1	Jean Mares
11/14/08	TN	KO - West Tennessee	6	Mary Bailey
11/14/08	TX	KO - Corpus Christi, TX	5	Marila Colunga
11/21/08	AUS	KO - Sydney, Aus.	20	Robin Lynn
11/21/08	FL	KO - NE Florida (Jacksonville)	8	Joyce Rollen
11/21/08	FL	KO - SW Florida	2	Barbie Graff
11/21/08	TX	KO - San Antonio	16	Joyce Boelsche
12/5/08	FL	KO - Tallahassee	6	Carol Conner
03/20/09	FL	KO - NE Florida	9	Molly Howze



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Kairos Prison Ministry

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Wanted: New Kairos Inside ministry symbol

It has become evident that, since Kairos Prison Ministry International, Inc. has grown to embrace Kairos Outside and Kairos Torch, we need a symbol that signifies the Inside part of the ministry. The fish symbol, with Kairos inside, is how many of us identify the whole umbrella of the Kairos Ministries. So now the search begins ...to identify a symbol that will represent the inside ministry for adult men and women. This is where you, the many creative Kairos volunteers, come in. We would like the volunteers to participate in the search for the perfect symbol.

The International office is asking all the

volunteers to submit their drawing of the new Kairos Inside symbol by December 1, 2008. Please email your 'Inside Logo' to the Executive Director, John A. Thompson Jr.: john@kpmi.org

Get your local artists going and let's see how many ideas we can come up with! This is your ministry and we want Christ to inspire someone to create the perfect symbol representing the ministry that we do inside the prisons across the world.

The selected symbol will be presented at the Winter Board Meeting in February, 2009.



Often, people who have lost a loved one ask that a tribute gift be made to their favorite charity in lieu of flowers.

A memorial contribution to Kairos Prison Ministry pays thoughtful tribute to the memory of your loved one. Donations will support sharing Christ's love with the incarcerated.

A memorial Letter will be sent to the family of the bereaved, together with the name or names of the donors. The amount of the gift will not be disclosed. People making a donation will receive a letter from Kairos Prison for their tax-exempt contribution.