



I bring you good news that will cause great joy for all the people. Today in the town of David a Savior has been born to you; He is the Messiah, the Lord.

Luke 2:10-11

Kairos Impact (Evelyn Lemly, CEO) – December: A month to regroup and refresh:

As we have journeyed through the 2016 year of Kairos, it has been an exciting and wonderful year of serving our Lord while sharing His love and forgiveness with those impacted by incarceration. Now is the time to finalize elections and transition to the new leaders in the Advisory Councils and State Chapter Committees. If you are transitioning from a position, thank you for your service and please help your replacement transition well to their position. The way we hand off the work so it can carry forward positively can make a huge difference in how the person and the body operates in 2017. Please exit and transition well and be available for advice in the future. If you are elected into a new position or continuing in a position, you are selected by your peers to serve and represent the body and Kairos. I pray you see this as an honor to serve in Kairos. Thanks to all those who serve at Kairos. We are blessed with wonderful volunteers.

For all of the leaders and all volunteers I pray Colossians 1: 9-12 for you: *“For this reason, since the day we heard about you, we have not stopped praying for you and asking God to fill you with the knowledge of his will through all spiritual wisdom and understanding. And we pray this in order that you may live a life worthy of the Lord and may please him in every way: bearing fruit in every good work, growing in the knowledge of God, being strengthened with all power according to his glorious might so that you may have great endurance and patience, and joyfully giving thanks to the Father, who has qualified you to share in the inheritance of the saints in the kingdom of light.”* Amen

At the same time, December is a time to refresh and renew as we focus the end of the year, family time, and Christmas coming soon. As you prepare for Christmas, may you know the peace, love, and joy of our Lord as we celebrate the birth of our Savior. Merry Christmas.

2017 Annual Conference Site Selected (Ann Kreller, Executive Administrative Assistant) –

The 2017 Annual Conference will be held July 25–29, 2017 at the Wyndham Peachtree Conferencing Center in Peachtree, GA. **Registration can be found on the www.mykairos.org website by using this link:**

http://www.mykairos.org/docs/kpmi/conference_registration_form_2017.pdf

Board of Directors Update (Vicki Spurgeon, Board Chair) –

Give thanks to the Lord, for He is good; His love endures forever. I Chronicles 16:34

Indeed we are a ministry body that has so much to be thankful for. We celebrate those things that bring us together as one in Jesus Christ! Those things that divide we lay at the foot of the cross. Let us continue to count our blessings each day as we share the transforming love of Jesus Christ wherever we go and in whatever we do.

We are thankful for Steve Smith from Arkansas who is the newest member of the Board of Directors. Steve was elected by the Board in September and ratified by the International Council at the November meeting. Steve brings to the Board his love for the Lord, background and experience as a financial advisor and experience in Kairos in a variety of areas, including as musician.

International Council Update (John Miller, International Council President)

– Here we are and December is upon us! What does that mean? It means new members for your Advisory Councils and State Chapters. Those names need to be turned into the International office as soon as possible. That also means those new members need to be trained. All the way from State Chapter Chairs to the Advisory members. Remember, many of them may not know just how to do their jobs and those of you who are stepping off need to pick up that mantle and pass that information to them. It's time now to get started and then on December 31st you can step off knowing you have done your job well. Thank you to all who are stepping off. You can now take a well-deserved rest.

Throughout the International Council committees many things are happening. We are trying to get 10,000 E-News subscribers, so *sign up* your friends! There's a new Team Member Guide being developed for Kairos Inside. In Kairos Torch, there are six AKT sessions scheduled for 2017. Within the Program Excellence Committee, we find that there are some delayed reports. Please remember that the reports that are made on a Weekend are not for the Weekend that just happened, but rather to help the next Weekend leader make a better Weekend for who? THE GUESTS! Please don't delay those Weekend reports.

Blessing to you and your families for a very Merry Christmas!

Men's Ministry Update (Ken Rocks, Men's Ministry Coordinator) – We have a new Team application that is found in the program manual and online at

www.mykairos.org. It now includes a second page for a signature on our Statement of Faith. Why the signature you ask?

All Kairos volunteers need to be Christian, right? But what constitutes as Christian? Seems like an easy question and the answer is found in our Statement of Faith. The first 3 bullet points spell it out pretty well.

We in Kairos believe:

1. The Bible is God's authoritative and inspired word for our faith and our lives
2. In the Trinity of the Father, Son, and Holy Spirit
3. In the deity, death, and resurrection of Jesus Christ

Kairos is a big tent and we all want to sing from the same songbook. There are some denominations that don't believe in the Holy Trinity, and thus they wouldn't be suitable candidates to be a Kairos volunteer. It needs to be completed for every Weekend attended, because sometimes people change denominational affiliation.

Women's Ministry Update (Gina Brockmeyer, Women's Ministry Coordinator) -

In the last 2 months, I have done 3 # 1 Weekends – both inside and outside. Over the course of the Weekends, God truly showed up, showed off, and the lives of the Participants, Guests and volunteers were clearly touched, and in some cases, forever changed.

But, as the Weekends unfolded, I was sad to see so many of our volunteers were unfamiliar with the Program Manuals. In some cases they knew parts of the program, and had read parts of the Program Manual. Maybe their job description or the talk outline for the talk they were scheduled to give, but it appeared they had not read a good deal of the manual.

By writing this article I do not mean to criticize anyone. I simply want to *encourage* everyone to utilize one of the best tools we have at our disposal to run a Kairos Weekend – our *Program Manuals*.

The Program Manuals are the governing reference books for Kairos methods, standards, formats, traditions, procedures, meditations, talk guidelines, schedule, job descriptions, and provide answers to most of the questions that come up before and during a Weekend.

Following the manual is freeing because you don't have doubt or question what you are doing or the decisions you are making while conducting the Weekend.

With the introduction of the new Program Manuals, now is the perfect time to spend some time *reading it* before teaming for our spring Weekends begins.

Kairos Torch Update (Kevin Resnover, Youth Ministries Coordinator) -

During the past decade, college students have increasingly become a source of community volunteers. In part, this is a result of the understanding on the part of many colleges and universities that they should be an integral part of the communities where they are situated, and community service is one aspect of this larger commitment. In addition, service learning has come to be seen as an important educational strategy that can help students apply what they are learning in their classrooms and deepen their academic experience. College students can bring unique strengths to a mentoring relationship. They are generally fairly close in age to the youth they are mentoring, and this can help the mentee see them as a supportive friend and role model. However, as outlined below, there may also be potential drawbacks to having college students as mentors. This E-News discusses key issues in recruiting college students for Kairos Torch Mentors:

What are some of the concerns that Kairos Torch might have about recruiting college students? The concerns include:

- **Kairos Torch age policy.** Same gender institutions require mentors who are 5 years older than oldest participant (i.e. male institutions / male volunteers; female institutions / female volunteers) Coed volunteers must be 10 years older than the oldest participant (i.e. male institution / female volunteer; female institution / male volunteer). This means that for some institutions with older youthful offenders, college students would not be appropriate.
- **College vacations**—including winter, spring, and summer breaks—which disrupt the continuity of the mentor-mentee relationship
- **Students' time constraints**, which become even more pronounced during exam periods, and might prevent mentors from meeting consistently with their mentees
- **Transportation**, which can be a problem unless the campus is close to the institution being served

Given these concerns and barriers, how can Kairos Torch best utilize college students?

Kairos Torch is more likely to have success in recruiting college students, and to have those students become effective mentors, if they:

- **Match college students to mentees who have shorter periods of time** to serve at the institution so mentoring can take place during the school year
- **Kairos Torch can consider ride sharing** for mentors to alleviate transportation problems
- **Provide ongoing supervision,** structure, and support for the mentors through the Continuing Ministry (Mentoring) Coordinator; in general, college students require more supervision and support than older mentors
- **Provide incentives,** check with colleges and universities to see if they give course credit or extra credit, for consistent participation or offer community service points to students working in practicum programs

What motivates college students to become mentors?

College students may have a number of different motivations for wanting to become a mentor. These include:

- Making a difference in their community
- “Giving back” in return for support they received when they were younger
- Strengthening their “record” for job applications or other college/university applications
- Fulfilling a college service requirement
- Earning credit or extra credit for a course
- Applying what they are learning in their courses to the real world
- Learning new skills
- Becoming a friend to a young person
- Making new friends among their peers
- Networking with other mentors from diverse backgrounds

More Recruiting 101 (Recruitment Committee) – We, Kairos people, have developed many tools to aid with the ubiquitous problem of recruiting. We have a website, handouts, videos, etc. All of these tools are valuable and everyone should be aware they exist on the www.MyKairos.org website under Downloads/Recruiting. However, none of these tools will recruit by themselves.

The indispensable ingredient necessary for these tools to be used and for successful recruiting is a dedicated volunteer.

A volunteer that believes in what they are doing and can't stop sharing the experience with anyone and everyone. We should all ask ourselves the following questions: Does everyone in your family know you are a Kairos volunteer? Does everyone in your Sunday school class, civic club, small group, etc., know you are a Kairos volunteer? Are you posting and sharing on Facebook and other social media? (Hint: Follow Kairos on Facebook and "share" their posts) Does everyone in your church know you are a Kairos volunteer? How about everyone on your street? If they don't, why don't they? What are you waiting for?

If you are like most every Kairos volunteer I've met, you follow the "great movie" principle. When you see a great movie you can't wait to tell everyone about it and recommend they see it too. Kairos Weekends are as good as any movie I've ever seen. Even better, I had my own role! I wasn't just on the front row. I was in the movie! Go tell everyone about the fantastic movie God, The Great Director, has allowed you to participate in! Just think of all the wonderful experiences you would have missed and all the joy of seeing participants experience it with you had someone not told you about their great movie!

Gary Shelley

Recruitment Committee

Giving Tuesday – Giving Tuesday, November 29th, was a great day of giving! Because some may not have seen the E-News on Tuesday, and donations are still coming in, we will leave this time of giving open for a short time, if led to give. This year, we are using this time of giving to help raise money to fund startup costs (training, travel, etc) for first-time Kairos Weekends in 2017. Please consider giving to our Giving Tuesday fund by clicking on this link:
<http://bit.ly/Kairos-GivingTuesday>

Is Your Weekend Listed? – If your upcoming winter/spring 2017 Weekend is not listed on the Kairos Kalendar, complete the electronic registration on the www.mykairos.org website so we can adequately publicize your Weekend. **This is especially important for #1 Weekends.** We create a banner-type advertisement especially for those #1 Weekends.

Spanish Translation of the E-News – A Spanish translation of E-News (E-Noticias) is also published monthly. If you would like to view previous issues or subscribe to future E-News in Spanish, please go to:
http://www.mykairos.org/news_enev-sp.html

La traducción al español de E-News (E-Noticias) se publica mensualmente. Si quiere ver las E-Noticias anteriores o suscribirse para recibir ejemplares futuros, vaya a http://www.mykairos.org/news_enevns-sp.html

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