



“She will give birth to a son, and you are to give him the name Jesus, because he will save his people from their sins.” Matthew 1:21

Prayer and Service (Evelyn Lemly, CEO)

End of Year

It is hard to believe we are in December and 2020 is just around the corner. Thanks to everyone for a great 2019 for Kairos. While there have been various challenges, we have seen the Lord at work in mighty ways.

During December the election information needs to be entered into KairosMessenger, the final donations entered into KairosDonor, and all receipts/invoices final for 2019. Let's finish 2019 strong and well. For those of you rotating out of positions at the Advisory Council or State Chapter Committee, thanks for your service and please help the person taking your place by mentoring them. Kairos Prison Ministry relies on the local leadership structure to carry out the ministry and every role is important. Please take your role for 2020 seriously and understand without you doing that role, we cannot operate well and share Jesus with thousands each year.

Also remember to do the Continuing Ministry for Kairos in December as many of those incarcerated have few visits and the holidays are especially hard for those impacted by incarceration. It's a good time to remind them of the love and forgiveness of Jesus Christ by being present.

As we go into the holiday season of Christmas, I pray you have a wonderful time with family and friends celebrating the birth of our Lord and Savior, Jesus Christ. May you be blessed and feel His love, while sharing His love to others.

Board of Directors Update (Steve Smith, Board Chair)

“Enter His gates with thanksgiving and His courts with praise; give thanks to Him and praise His name.” Psalm 100:4

I have recently been taking part in a study focusing on God's goodness and generosity. It has been a time of self-examination and challenge to live a life of gratitude. Our Bible is full of examples of how we live as the recipients of His great mercy and grace. One of the first and most important scriptures is John 3:16. God sacrificed His only Son that we might have life, and

that we might be forgiven. As a father and grandfather it's hard to fathom a love like that, choosing to make that sacrifice. Yet, that's who our God is. He loves us THAT much.

So, what is our response to a love like that? How do we live lives of gratitude? One of the ways we can live our best lives is to exercise "prayerful willingness." When you look at some of the great men of the bible, they were not perfect or sinless. But one of their common traits was a willingness to say yes. Abram was willing to leave his land, his family, and his father's household and go....without knowing where or how, or for how long, He said yes... He put his whole faith and trust in God.

I pray you will have a few moments to be still and quiet and thankful in the coming days.

International Council Update (Lisa A. Trahan, International Council President)

Committees and Subcommittees of the International Council

Let's continue our review of the committees of the International Council. Our focus this month is the Communications Improvement Committee. The responsibilities for the Communications Improvement Committee includes:

- assess ministry internal communications,
- study potential improvements,
- advocate for new communications capabilities, and
- provide a resource to the CEO, Board of Directors and International Council.

Effective communications is the goal of Kairos at all levels. This Committee provides a focal point for an integrated effort to improve communication challenges and problems.

The Committee is tasked to:

- Make recommendations for simplifying, correcting and updating policy and procedural guidance as outlined in existing policies and procedures for Kairos Prison Ministry International, Inc., International Council, and Kairos Board of Directors.
- Recommend and develop strategies for improving ministry communications between stakeholders. Specifically, seek solutions to ensure the free flow of information at all levels with each volunteer, Advisory Council, team and State Chapter Committee.
- Serve as resource to the CEO, Board of Directors and International Council by
 - providing technical guidance and technology assessments for communications technology and
 - developing policy and procedural guidance as directed to fulfill the Kairos Vision, Mission, Core Values and Statement of Faith.

As Kairos communication needs change the committee adapts their focus and responsibilities. The Committee meetings are open to all Kairos volunteers. If you are interested in assisting to promote effective communication please join us.

Men's Ministry Update (Craig Combs, Men's Ministry Coordinator)

Thank you, thank you, thank you for the countless hours of effort on behalf of making Kairos Weekends a success this fall and for all of 2019! I am constantly amazed when I see the sheer number of Weekends that are being held each week, because I know that means a lot of people both inside and outside of prison are impacted by the love and forgiveness of Jesus.

As we wind up the year, please make sure that the Weekend Leader's reports have been uploaded into KairosMessenger so the Advisory Council can see and use the data in the future to recruit. Also, if you serve a prison that has multiple yards or you do Kairos in two parts of the same place, please let us know so we can start tracking that inside EZRA by putting those names as part of the pull down list when you are setting up Weekends in EZRA. I think that will help keep things straight in the future as well. Thanks in advance.

Thanks again for making 2019 a success! It has been a great year and we have much to be thankful for. I hope and pray that the month of December can be a constant reminder of how much God loves you... so much that He sent His son down here to earth to be born as a human and to die for our sins.

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

On November 22, 2019, after several years of planning and preparation, Kairos Outside Lowcountry, South Carolina held their first Weekend. The Weekend had to be rescheduled from the spring due to a lack of Guests. But, on Friday, 12 lovely ladies made their way to the retreat center with great anticipation. Several of the Guests did not find out about the Weekend until long after the original date, so it was clear God postponed this #1 Weekend just so they could attend.

As the weekend unfolded, many of the Guests shared when they arrived on Friday, they were uncertain about what to expect over the Weekend, despite talking with the Observing Leader and their team contacts regularly. But, by Sunday all shared they felt unconditionally loved by God and the team, cared for in a way they never imagined were possible, and accepted without judgment. They also said they knew they had found a safe place where they could talk about the struggles facing them every day as they support their incarcerated loved ones and friends. Many of the Guests also have loved ones have recently attended a Kairos Inside Weekend, and they shared how excited those loved ones were to know the ladies were finally attending their Kairos Outside Weekend. All the Guests stated they believe the experience of them both doing Kairos Weekends will have a positive impact on their relationships and families, adding they have already seen changes in their loved ones since their Kairos Weekends. Finally, the ladies talked about the impact that Kairos' continuing ministry is having on their loved ones, and expressed a desire to get involved with a S.W.A.P. group as soon as possible so they can continue to experience the same ongoing love and support. At lunch on Sunday one table of Guests had already planned their first S.W.A.P. meeting. Thank you to everyone who was involved in some way with the Weekend, please continue to pray for Kairos Outside Lowcountry, and for the ladies who attended the Weekend.

Kairos Torch Update (Kevin Reslover, Youth Ministry Coordinator)

God is in the Details

Attention to detail is often misunderstood in ministry and volunteer services. One common objection against paying attention to details is that it's a waste of precious time. Occasionally volunteers may state, "I don't get paid to do this, I'm just a volunteer" or "This is good enough for volunteer work". According to this argument, as long as a task is performed reasonably well, it's not worth worrying about crossing the "t's" and dotting the "i's." This perspective is a bit shortsighted, however, and leads to sloppy results and eventual failure. More importantly, it devalues those being ministered to, those we minister alongside and the one that has called us to ministry. When a task is not completed to the highest standards, it often needs to be redone. Rewriting, seeking clarification and correcting errors that resulted from poor attention to detail takes valuable time away from you and your team, and ends up adversely affecting the outcome.

Monthly Mentoring Tip: Total honesty is a necessity... If you're asked a tough question, be prepared to deliver honest answers. It's not always easy to be completely honest, but it's important. Of course, you need to show diplomacy in your response if it is not a positive one. But make sure you always help your mentee feel supported by letting them know that even the not-so-positive true is told in love and with a sincere desire to help them improve.

Celebrate Giving Tuesday with Kairos (Bill McVay, Marketing Specialist)



Kairos is proud to participate in Giving Tuesday, a global day of collective action and giving back held on December 3, 2019! We encourage each Kairos Program to use this opportunity to engage supporters and offer them a chance to give back, whether that is financially, with volunteer hours, agape, prayers, or any other way.

Starting the morning of December 3, Facebook will match the first \$7 million donated as a part of Giving Tuesday starting at 8am EST. Plus there will be no processing fees, so all of your donation goes to support Kairos. A [PDF explaining how donors can create a Facebook Fundraisers](#) and have the funds allocated to a specific state or Advisory Council is available.

We have also created some tools for Kairos Programs to use which are available for download at www.mykairos.org/givingtuesday.html. These tools include a fundraising email template which can be easily customized for your location as well as social media images and post ideas. Encourage your social media followers to share how they are giving back on #GivingTuesday and why Kairos is important to them.

Let's use Giving Tuesday as an opportunity to ensure that all 2020 Weekends are fully funded and also have the funds needed to recruit new volunteers. Please contact marketing@kpmi.org for assistance in setting up your Giving Tuesday campaigns.

2019 Deadline for Stock and Mutual Fund Gifts to Benefit Kairos Prison Ministry

It is difficult to believe that year-end will be here soon. The deadline for Kairos receiving stock and mutual fund gifts for processing in 2019 is **December 10, 2019**. For help in giving appreciated stock and/or mutual funds (owned for over 12 months) you may contact Becky Dotson at 407-629-4948 or email becky@kpmi.org.

Thank you for your generosity towards the Kingdom!

Supply Ordering Around the Holidays

Please submit your [supply orders](#) earlier than usual during this Christmas season. Due to the unpredictable delivery timeframes due to the holiday increase in shipments, we cannot guarantee the arrival dates of supply orders. To ensure you receive all of your ordered items prior to your Weekend, please send in your orders as early as possible.

2020 Kairos Elections (Andy Perry, Executive Administrative Assistant)

The 2020 Kairos State Chapter Committee and Advisory Council elections are well underway. Elections must be completed by December 1st and recorded in KairosMessenger by the Secretary no later than December 31st. To assist with this process, we have a new page on MyKairos, www.mykairos.org/election.html! Included are various videos and PDFs explaining the entire election and the process of recording results.

I have worked with many Advisory Council Secretaries to walk them through using the KairosMessenger election tools. The response has been extremely positive. Some Advisory Councils have had a few challenges as their elections last year were not recorded properly. This can easily be corrected by contacting me through email (andy@kpmi.org). Read what some of the responses have been from users.

“My experience using KairosMessenger for our elections, overall, has been one of success. We're still completing the election process for 2020. This is the second year for us using the tool. The first year had a bit of a learning curve but it was not steep. There were copious training materials provided and lots of technical support... I highly recommend taking the time to learn to use the tool as that time will pay dividends in the long run. It makes complete sense for all our Advisory Council's to have a "tool of record" for completing this important task.”

“After spending some time watching the videos on how to use Kairos Messenger for our Advisory Council Elections, I found the tool very helpful. The KairosMessenger elections tool makes the e-mail process a breeze. I found navigating to the first election e-mail for nominations hard to find, but probably just me because I had to relearn from last year. Overall very helpful.”

2020 Annual Conference - Louisville, Kentucky (Andy Perry, Executive Administrative Assistant)



Registration is Now Open on MyKairos!

Registration is now open for the 2020 Annual Conference at The Crowne Plaza Louisville Airport Hotel in Louisville, Kentucky. The dates for the conference will be July 21 – July 25, 2020. We are planning to have new workshops with new presenters, great nightly speakers with

powerful testimonies and, as always, a wonderful time of teaching, worship and fellowship. This year there are many new workshop topics to give you tools and inspiration to take back home to use in both Kairos Weekends and in the Continuing Ministry. We will be bringing back our well-received ministry informational booths that gives volunteers a chance to ask their specific questions for the various tools including Communication, KairosDonor, Ezra, Excellence Initiative and Recruitment. Please note the deadline for registration is June 21, 2020. See www.mykairos.org/conference.html for the registration form and full details.

New Kairos Conference Call Email Address

Kairos has created a new email address, conferencecall@mykairos.org to be used for all requests for conference call lines. Please use this email address instead of sending your request to a specific Kairos staff member.

Kairos Weekend Cancellations and Rescheduling

If for any reason a scheduled Weekend needs to be cancelled or rescheduled, you **must notify** both your state by emailing your state chair **and** the KPMI office by submitting your amended dates to www.mykairos.org/register.html.

Order Your Official Kairos Products Online



- The [Kairos Prison Ministry Online Store](http://www.kpmistore.com) offers a variety of official apparel including t-shirts, polo shirts, and jackets in both male and female models, plus an ever growing number of promotional items such as canvas bags, water bottles, and more! Visit www.kpmistore.com and purchase your Kairos Inside, Kairos Outside, and Kairos Torch gear today!

- Kairos Threads offers quality custom machine embroidered Kairos, Kairos Outside, and Kairos Torch apparel and accessories at www.kairosthreads.com!
- Longtime Kairos volunteer Scott Maycumber offers a variety of quality Kairos products in his [New Thread Designs Etsy Shop](https://www.etsy.com/shop/newthreaddesigns)!

Note: All orders are directly with the vendor and Kairos has no involvement in the ordering process

Kairos Bible Bookmarks

A great tool for your fellow volunteers or participants/graduates are our Kairos Bible bookmarks. These bookmarks are laminated for longtime use and have Bible verses listed relating to various feelings and situations. For just \$25 for a pack of 50, these are a perfect inexpensive tool to use. Order these through the Kairos [supply order form](#) under “Program Supplies.”



New Documents Available on MyKairos.org

- Updated: Weekend Leader Qualifications
[www.mykairos.org/docs/scc/Weekend Leader Qualifications for Kairos Programs.pdf](http://www.mykairos.org/docs/scc/Weekend_Leader_Qualifications_for_Kairos_Programs.pdf)
- Use of Legal Music in Kairos
[www.mykairos.org/docs/kpmi/Legal Music in Kairos.pdf](http://www.mykairos.org/docs/kpmi/Legal_Music_in_Kairos.pdf)
- Updated: Board Election Information – 10 Attachments
www.mykairos.org/downloads

New One or Two Day Retreat Topics and Themed Talks Available In 2019

All residents who have attended a 3 ½ day Weekend can attend a one or two-day Retreat held twice yearly at institutions as part of the Kairos Inside Continuing Ministry. Retreats are typically held at the mid-point between Kairos Inside Weekends. The primary purpose of the Retreats is to give those not grouping some experience with the process of becoming vulnerable to other people in the small group setting. Additionally, Retreats provide an opportunity for those who have drifted away from the Kairos community to return. The importance of these Retreats cannot be overstated. If you are not doing Retreats, talk with your facility about the possibility of adding them.

Communities are always looking for Retreat ideas, and to keep our Continuing Ministry new and exciting we have just added seven new Retreat topics with themed-talks to mykairos.org, which can be used for your local Retreats. On pages 328-343 of the Kairos Inside Program Manual, you will also find information regarding the Retreat including topics, themed-talks, and a proposed schedule

If you have retreat topics or themed-talks that you have used successfully in your facility, please email Gina Brockmeyer (gina@kpmi.org) or Craig Combs (craig@kpmi.org). We will be happy to review and consider them for posting.

Events

Do you have a future fundraiser or awareness event coming up? Please be sure to send those to marketing@kpmi.org and they will be listed on the kairosprisonministry.org events page.

Obituaries

Please forward obituaries of Kairos volunteers to marketing@kpmi.org.

Prayer Requests

Kairos has a [prayer request page](#). Please use this page to post prayer requests for publication and to pray for others. We ask that all comments be considerate and within the parameters of Kairos vision, mission, and values. Please do not include upcoming Weekends as we already pray for those weekly!

Agape Contacts

A listing of Agape contacts for upcoming Kairos Weekends is available on the mykairos.org website. This information is compiled from the Weekend information that is posted on the Kairos Kalendar and is available in Excel format so that you can easily download it. In order for this to be effective, please post your Weekends well in advance of their actual dates and ensure your Agape contact's name and their email address are included in the posting. To access this information, please go to: www.mykairos.org/kalendar.html and click on "[Agape Contacts for Upcoming Weekends](#)."

Is Your Weekend Listed?

Now is the time to do it! If your upcoming Weekend is not listed on the Kairos Kalendar, complete the electronic registration at www.mykairos.org/register.html so we can publicize your Weekend to help you receive Agape and prayer coverage.

This is especially important for #1 Weekends. We create a banner advertisement especially for those #1 Weekends on mykairos.org, and we actively promote #1 Weekends through local media and social media.

Kairos Facebook Group

Many items of interest such as upcoming Weekends, prayer requests, and inspirational stories are shared in our Kairos Facebook group. If you aren't already a member, you can request to be added here: www.facebook.com/groups/KairosPrisonMinistryInternational

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: www.mykairos.org/news_enevs-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 www.mykairos.org/news_enevs-sp.html

You may also subscribe to E-News at the www.MyKairos.org Home page, using the on-screen form. If you want to stop receiving the Kairos E-News, go to the www.MyKairos.org Home page and use the on-screen form.

For more information about Kairos volunteer activities, remember to visit mykairos.org and follow us on social media.

