



*“For the word of God is alive and active. Sharper than any double-edged sword, it penetrates even to dividing soul and spirit, joints and marrow; it judges the thoughts and attitudes of the heart.”
Hebrews 4:12*

Prayer and Service (Evelyn Lemly, CEO)

Greatest Need – Make a Plan



We all know one of our greatest needs at Kairos is recruitment. The question is what are we doing about it? What’s your plan to recruit and gain new volunteers? What’s your plan to help them learn about Kairos and becoming involved? If you read the [Advisory Council Operating Procedures](#), you’ll see an outline for planning and it’s importance to success. If you have a plan with a goal, and are praying and seeking the Lord’s direction and help, and start implementing the plan, then you are well on your way to recruiting the people you need. Share the goal with the entire community and ask them to pray and work to help accomplish the goal. Remember if we’re not recruiting people on a continual basis then we’re not growing but moving backward. William A. Ward put it this way: “Four steps to achievement: Plan purposefully. Prepare prayerfully. Proceed positively. Pursue persistently.”

Board of Directors Update (Steve Smith, Board Chair)

Vision Priority #7 of the Kairos 5 year Strategic Plan states that we are to: Develop and if feasible, implement a strategic structure and growth plan for international countries. As part of working toward that priority our CEO Evelyn Lemly is currently on a 3 week trip to South Africa and Liberia. She will be speaking and working with Kairos Volunteers in many locations. God is moving in these places and there is much interest in Kairos. I share this to ask you to be in prayer for Evelyn and those taking care of her travel. Pray for:

- Safe Travel First and Foremost
- Selfless Cooperation from All Involved
- Hearts to be Encouraged
- Doors to be Opened
- God’s Mission and Purpose to be made Clear

Please join all the members of the Board in covering Evelyn and all who are involved in daily prayer. She will return on March 13.

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

Are you willing to commit to serve with excellence in your servant role, whether on a Weekend, your Advisory Council, State Chapter Committee, or another area? Serving with excellence comes with our commitment to implement the Kairos Program methods. The Program Excellence Committee serves to evaluate the effectiveness and compliance of Kairos Ministry Programs.

Program Excellence Committee Tasks:

- Evaluate the effectiveness and compliance of the Kairos Ministry Programs.
 - The Excellence Initiative (EI) is the tool used for each of the three ministry programs. The EI may be used interactively at the State Chapter and Advisory Council levels to facilitate updating and reporting results of weekend programs.
- Monitor the timely submission of EI reports, evaluate effectiveness of Kairos Inside, Kairos Outside and Kairos Torch, and create reports for all levels of the ministry.
- Work with the staff to develop a process for assessing the level of compliance with program policies by State Chapters and Advisory Councils. Also, identify priority areas needing improvement in each program.
- Report the results to the Kairos Executive Director, Staff Program Coordinators, International Council (IC) and Board Committees as requested by those committees.

The Program Excellence Committee serves to ensure that Kairos Prison Ministry remains true to the program riverbanks and effective in the lives of the incarcerated and their loved ones impacted by incarceration.

How to Include Kairos in your Estate Planning (Becky Dotson, COO)

There are many ways to support Kairos financially, even without a cash donation. The simplest way is to include Kairos as a beneficiary in your will or revocable trust. Other ways to support are to designate Kairos as a full or partial beneficiary of your retirement account or a beneficiary of a life insurance policy. To recognize those who have included Kairos in their estate planning, the second annual Legacy Luncheon will be held during the 2020 Kairos Annual Conference in Louisville, KY to honor these distinguished supporters.

For help in designating Kairos as a beneficiary for estate planning or to request an invitation to the Legacy Luncheon, please contact Becky Dotson at 407-629-4948 or by email at becky@kpmi.org.

For other ways to support Kairos through planned giving, please visit www.kairoslegacy.org.

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

Advanced Kairos Training

If you are going to AKT or on an Advisory Council that is sending someone to AKT, please note:

1. There are 17 AKTs around the country in 2020.
2. The materials have been updated and improved for 2020.
3. The dates and all the information for each AKT event can be found at http://mykairos.org/akt_kalendar.html
4. The site must have your registration form found at http://mykairos.org/docs/kpmi/akt_registration_form.pdf and the registration fee by noon two Friday's before the AKT. This is a strict deadline. The KairosKalendar has all the information about who to call and where to send forms and money.
5. Please note the deadline, it is really hard to get you in past that date due to turning in numbers and deposits for rooming and meals. AKT materials are sent about a week and a half prior to the event to insure arrival. We want to be gracious and help at all times, but at some point it is just too late to make it work.
6. The AKT sites cannot accept cash or personal checks. Your Advisory Council must pay for your registration so allow time for processing and mailing.
7. In other words, please plan ahead and be in communication with the AKT Coordinator.
8. Most of all....Thanks!

Weekend Leader Reports

1. If you are on an Advisory Council, please log into KairosMessenger and see if the Weekend Leader reports are uploaded. You should do this after one Weekend and before the planning for the next one begins.
2. It is the Weekend Leader's job to create the report; the instructions come up automatically when you open EZRA after the date of the Weekend has past and are easy to follow. Basically you click one button – "create files for next leader" while connected to the internet.
3. This is especially important for the new Weekend Leaders as this step is what uploads the data so it can populate their EZRA with the past team information.

If you find the report is missing, please work with the Weekend Leader to get the data uploaded – think of it as agape for the next leader to not have to worry about it or go looking for it or keep reminding someone to do the job.

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

Importance of having a leadership and succession plan in place

Christ calls special people to become leaders of Kairos Weekends. It is a big job and is critical to the success of our programs.

Advisory Councils should have a leadership track and succession plan in place which looks forward two or more years. Having this plan in place ensures your Weekends are conducted with excellence, and your Weekend Leaders are prepared. Potential Weekend Leaders should be chosen because they have acquired the Kairos experience outlined in each of the Program Manuals, are committed to following Kairos methods and guidelines, and have exhibited spiritual maturity and leadership qualities.

Ideally, Advisory Councils should nominate, invite, and seek approval for potential leaders from your State Chapter Committee no less than 18 months prior to the weekend they will lead. This ensures they can attend Advanced Kairos Training 12 to 24 months before the Weekend, receive EZRA on time, and gives them time to prepare spiritually.

Kairos Torch Update (Kevin Reslover, Youth Ministry Coordinator)

Many fields have opened around the country for Kairos Torch. The Texas Juvenile Justice Department (TJJD) and New York's Division of Juvenile Justice and Opportunities for Youth (DJJOY) have recently asked us to bring our Christian evidenced-based behavior modification program into all of their youth correctional facilities. Never were Christ words in Matthew 9:37 more true - *"The harvest is plentiful, but the laborers are few."*

Here are our action points:

1. ³⁸*"Ask the Lord of the harvest, therefore, to send out workers into His harvest."*
2. Put some feet to our prayers and began to help recruit Christian labors to harvest the fields God has given us
3. Respond with a **YES** if God is calling you to work with incarcerated youth

Christ will never direct us to pray for something He won't grant us!

Monthly Mentoring Tip: As mentoring relationships grow; youth often ask their mentors for advice on various subjects. Don't be afraid to admit when you are wrong or uncertain. Learning together can strengthen a relationship.

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



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, 2020 – July 25, 2020. We are planning to have excellent workshops, great nightly speakers with powerful testimonies and, as

always, a wonderful time of teaching, worship and fellowship. The conference will give you inspiration to take back home to use in the 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.

KairosMessenger Tip (Andy Perry, Executive Administrative Assistant)

Garbage in, Garbage out. Understanding how the data flows between EZRA and KairosMessenger will help your Advisory Council clean up their data and maximize the utilization of this powerful tool. All data originates with EZRA. It is important that you begin the cleanup process with the Volunteer records. Many records may have outdated contact information which will prevent the volunteer from receiving essential communication including their login credentials to access KairosMessenger and can cause duplicate entries when the next EZRA weekend is completed. Some Advisory Councils are putting together a team that is contacting all the inactive volunteers to see if they are still interested in serving in Kairos and at the same time getting updated contact information. Advisory Council and State Chapter Committee members can be asked at the monthly meetings to verify that their contact information is correct by printing out the Election Roster.

The Advisory Council Secretary and Advisory Council Data Coordinator both have access to make changes to these records in KairosMessenger. ***Additionally, the information needs to be provided to the current Weekend Leader so that it can be updated in EZRA. If this step is not done, then the KairosMessenger data may be overwritten or a duplicate record will be created when the next weekend is completed.***

It is important that Weekend Leaders use the contact fields in EZRA for only the purpose of contact information. Often, we see entries such as “Not Assigned” or “zzz” in front of names. This is how garbage is created in the system. **If someone does not have an email address, you leave the field blank.** There is no need to enter “does not have one”. Conversely, do not enter more than one email address in the field. Remember, we do not use titles in Kairos. There is no need to enter Dr., Father, Pastor, etc.

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 Inside, 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](http://www.etsy.com/shop/newthreaddesigns)!

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

New One or Two Day Retreat Topics and Themed Talks Available In 2020

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.

Kairos Submissions

- 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](http://kairosprisonministry.org/events) page.
- Please forward obituaries of Kairos volunteers to marketing@kpmi.org.
- 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!

Weekend Listings & Agape Contacts

Please submit your upcoming Weekends to Kairos as soon as plans are finalized! All Weekends must be listed on the Kairos Kalendar, both for prayer coverage and to receive Agape. Kairos keeps the [Agape Contacts for Upcoming Weekends](#) spreadsheet updated on MyKairos, which is the main method for Kairos supporters across the globe to find your Weekend and submit Agape for your Weekend.

If your upcoming Weekend is not listed on the Kairos Kalendar, complete the electronic registration at www.mykairos.org/register.html. **This is especially important for #1 Weekends.** We create a banner advertisement especially for #1 Weekends on mykairos.org, and we actively promote #1 Weekends through local media and social media.

If there is a need to amend or cancel a Kairos Weekend, you must also visit www.mykairos.org/register.html and follow the instructions as well as emailing your State Chair.

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

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_enews-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.

