



Kairos Prison Ministry International, Inc.



Annual Report 2015

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



Kairos Prison Ministry International, Inc.
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MESSAGE FROM THE CEO



Evelyn Lemly
CEO

The theme ‘Reflections of Light’ exemplified our ministry very well in 2015. Kairos Prison Ministry International, working in 35 states and 9 international countries, continues to be Reflections of Light.

As we served to share the forgiveness and love of Jesus Christ to those impacted by incarceration, we saw growth in our three ministry programs across the world. In total, 28 #1Weekends were held; with 22 Kairos Inside (men and women), 4 Kairos Outside, and 2 Kairos Torch new in 2015. This growth took place across 17 states and 2 countries.

Kairos also held new training for our volunteers in 2015 with a new initiative for Advisory Council Training. 20 volunteers were trained to present the new initiative to various Advisory Councils throughout the country. The results of this training worked to further enhance the excellence of the ministry.

Emphasis continued on the training of the volunteer Weekend Leaders and team formation which emphasized the quality of conducting the programs. 2015 was definitely the year for information sharing and preparation for excellent ministry performance.

The dedicated volunteer commitment and hours of service continue to be the core of our lay-led Christian ministry. Volunteers work diligently to share the love and hope of our Lord to make a positive impact on lives of the incarcerated and their families. We pray behavior modification and recidivism, along with unity of the families, are greatly improved for those that graduate from Kairos programs.

Kairos serves the incarcerated with the main focus being our continuing ministry which includes emphasizes on prayer, accountability, encouragement, and biblical principals. Every six months this continues in hopes of developing communities of believers and positive accountability within the prison or community.

God is at work with Kairos and over 27,000 people are positively impacted directly each year. We also know our lives are also changed as volunteers and staff serving as in Matthew 25:36 “I was in prison and you visited me.” Praise God for his transforming love.

Kairos Board of Directors:

Vicki Spurgeon	Von Brister	James Miller	Terry Crockett
Barb Jensen	James Hankins	David Garmus	Emma Jones
Christine Money	Doug Watson	Inetta Reddell	Larry (Buck) Rodgers
Don Setterlof	John Miller	Evelyn Lemly	

CHAIR, BOARD OF DIRECTORS

The need for Kairos programs continued to grow in 2015. Changing facility environments called all of us to examine and explore how best to meet these growing needs. As we discussed and considered the issues that arose in 2015 it was important to keep our core documents at the forefront and always in mind.

The critical and essential element of our Kairos Prison Ministry is the Christian faith that we share. Christ is central, and without His uniting faith Kairos would merely be a good program. But that is not our situation. Our Statement of Faith reminds us who we are and to whom we belong. It shares our faith clearly and guides our ministry and decisions.

The Kairos Statement of Faith has long provided that the people of Kairos are called by God to share the love of Christ with those impacted by incarceration. Kairos encourages believers from a variety of Christian traditions to be volunteers in this Christ-filled ministry. Kairos programs offer prison residents, their families, and those who work with them the opportunity to receive God's forgiveness through faith in Jesus Christ, and to grow in their faith and servanthood in Christian community.

Beyond our shared faith in Jesus Christ we ask: Why do we exist?

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

Have we fulfilled that mission? Yes and no. We are steadily working to fulfill that mission but there is a growing need to be in more institutions that seek our partnership and there is a continued need for new volunteers to meet current and future program growth. Our work is certainly not done. Let us continue striving to impact more incarcerated men, women, youth and their families with the love, hope and faith found in Jesus Christ.



Vicki Spurgeon
Board of Directors Chair

Kairos Foundation Board of Directors:

David Garmus

Mike Springer

Ronald Smith

Carol Ihrig

David Farmer

Vicki Spurgeon

Von Brister

Terry Crockett

Barb Jensen

Evelyn Lemly

KAIROS PROGRAMS

KAIROS INSIDE

2015 was a year of growth and preparatory work for future success of Kairos Inside. These included:

- ◆ Kairos Inside experienced more growth in 2015. 15 #1 Men's Inside Weekends and 6 Women's Inside Weekends were held.
- ◆ Two special death row Weekends were held, one male and one female, along with follow-up continuing ministry.
- ◆ Kairos Inside operated in 300 men and 65 women prisons in 2015, impacting almost 22,000 incarcerated individuals around the world.
- ◆ Program manual updates were implemented to better guide the volunteers.
- ◆ Advanced Kairos Training for volunteers leading Weekends was revamped with preparation to launch new tools in 2016.
- ◆ Review and updates of all of the tools that support the program were applied.



Kairos Inside continued to grow as evidenced by:

- ◆ 21 #1 (first ever) program starts
- ◆ Continued growth of Weekend Leaders training with a 6% increase in trained volunteers.

KAIROS OUTSIDE



- ◆ The tools to conduct the Kairos Outside program with excellence were updated, including the program manual, Advanced Kairos Training and the EZRA tool for Weekend Leaders.
- ◆ Kairos Outside held three #1 Weekends in the United States and one in Australia.
- ◆ New communities began: new start, Kairos Outside Kentucky and Central Florida Kairos Outside as a restart.
- ◆ Over 115 Weekends occurred in Kairos Outside communities affecting around 2,300 women impacted by incarceration.
- ◆ Kairos Outside operated in 84 communities in 2015, in 29 states and seven international countries.
- ◆ More than 4,000 hours of training provided to Kairos Outside volunteers.
- ◆ Over 1,100 new volunteers recruited in 2015 for the Kairos Outside program. This also means that our volunteers are meeting the requirement that 1/3 of their teams be new volunteers (based on an average team of 30 members).

KAIROS PROGRAMS

KAIROS TORCH

Much of 2015 was spent in the development of tools for future ministry growth and sustainability of Kairos Torch by:

- The continued development of Ezra for Kairos Torch for a 2016 release
 - Continued updating of the Kairos Torch Program Manual for 2016 printing and distribution
 - Reinforcing, collecting and updating our evidence based model, materials and reporting process
 - Development of a mentoring track to support U.S. trends that are continually moving towards early release and alternative sentencing for youth
 - Restructuring of the Kairos Torch Advanced Kairos Training materials
- ◆ Kairos Torch held one #1 Weekend in the United States, and one #1 Weekend was held internationally in Australia.
 - ◆ Memorandums of Understanding were signed to start Kairos Torch programs in Mississippi and Arkansas. Both are planning their first Weekends to be held in 2016.
 - ◆ Kairos Torch had 30 active Advisory Councils in the United States, two active Advisory Councils in Australia and one in South Africa.
 - ◆ Over 200 new volunteers recruited and trained as mentors to serve incarcerated youth. 28 Kairos Torch Weekends were held in youth facilities impacting around 500 incarcerated youth across the world.



KAIROS INTERNATIONAL



- ◆ Kairos Prison Ministry International operates in 9 International Countries:
 - Australia
 - Canada
 - Costa Rica
 - Dominican Republic
 - Honduras
 - Nicaragua
 - Peru
 - South Africa
 - United Kingdom
- ◆ Australia, South Africa, and Dominican Republic have been growing with new programs working in 2015.
- ◆ Australia celebrated its 20th year of Kairos and the tremendous impact on thou sands of lives.
- ◆ Five #1 Weekends were held internationally, representing all three Kairos programs
- ◆ Groundwork laid in 2015 was instrumental for future new growth opportunities in the U.K.

FINANCIAL INFORMATION

2015 Consolidated Statement of Activity

Support & Revenue

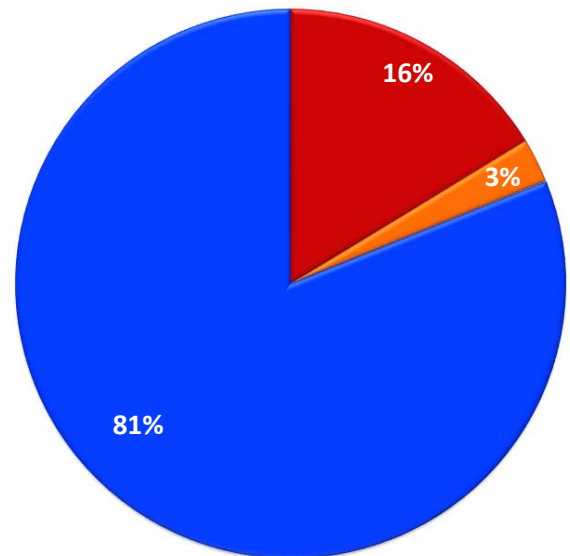
Contributions	6,141,233
Training	44,825
Other Income	1,422
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	\$6,187,500

Operating Expense

Administrative	960,824
Development & Fundraising	152,427
Program Services	4,770,602
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	\$5,883,853

Net Assets

Increase (Decrease) Net Assets	303,647
Net Assets—Beginning of Year	3,805,099
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Net Assets—End of Year	\$4,108,746



- Program Services
- Administrative
- Development & Fundraising

Data based on 2015 Audited Financial Statements

VOLUNTEER ACTIVITY



30,000 Volunteers

Gave 3 million hours of volunteer service in 2015,
with an annual dollar value in volunteer hours of

\$36 Million Dollars

ACTIVE ADVISORY COUNCILS THROUGH DECEMBER 31, 2015

	NO. OF AD COUNCILS (U.S.) STATE	MEN'S INSIDE	WOMEN'S INSIDE	KAIROS OUTSIDE	KAIROS TORCH	STATE TOTALS
1	ALABAMA	12	2	1		15
2	ALASKA	1	1			2
3	ARIZONA	1		3		4
4	ARKANSAS	4	1	1		6
5	CALIFORNIA	14	2	5	1	22
6	COLORADO	5	1			6
7	CONNECTICUT	2	1	1	1	5
8	DELAWARE	1	1			2
9	FLORIDA	27	4	4	2	37
10	GEORGIA	20	4	1	1	26
11	IDAHO	1		1		2
12	ILLINOIS	4		1	1	6
13	INDIANA	13	2	5	4	24
14	KANSAS	2	1	1	1	5
15	KENTUCKY	1		1		2
16	LOUISIANA	5	1	2	1	9
17	MAINE	1	1		1	3
18	MARYLAND	6	1	1	1	9
19	MISSISSIPPI	4	1	2	1	8
20	MISSOURI	2	1	2		5
21	N. HAMPSHIRE	2	1	1		4
22	NEW MEXICO	4	1	1		6
23	NEW YORK	5	1	3		9
24	N. CAROLINA	12	3	1	1	17
25	OHIO	18	4	3	3	28
26	OKLAHOMA	5	1	1	1	8
27	OREGON			1		1
28	PENNSYLVANIA	6	2	2		10
29	S. CAROLINA	10	2	1		13
30	TENNESSEE	5	3	3	1	12
31	TEXAS	39	4	10	2	55
32	VIRGINIA	15	3	1		19
33	WASHINGTON	4	1	2	1	8
34	WEST VIRGINIA	5	1			6
35	WISCONSIN	1		1		2
	U.S. TOTALS	257	52	66	24	396
	NO. OF U.S. STATES	34	29	30	17	35
1	AUSTRALIA	19	3	13	2	37
2	CANADA	1		1		2
3	COSTA RICA	1	1	1		3
4	DOMINICAN REPUBLIC	1	2			3
5	HONDURAS	1	1			2
6	NICARAUGUA	1				1
7	PERU	1	1			2
8	SOUTH AFRICA	16	4	5	1	26
9	UNITED KINGDOM	2	1	1		4
	NON-U.S. TOTALS	43	12	21	3	80
	WORLD TOTALS	300	64	87	27	476

VISION AND CORE VALUES

VISION

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

CORE VALUES

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

Lay-led, Christ Centered Ministry

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

Empowerment while Building Accountability

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

Continuing Ministry Model to Build Community

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

Trustworthy

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

Respect and Love

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

Stewardship

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