



“In the beginning was the Word, and the Word was with God, and the Word was God. He was with God in the beginning...The Word became flesh and made his dwelling among us. We have seen his glory, the glory of the one and only Son, who came from the Father, full of grace and truth.”
- John 1:1-2, 14

End of Year (Evelyn Lemly, CEO)

It is hard to believe it is already December. Kairos had a fruitful year that greatly affected people who are impacted by incarceration. Thank you to everyone for their service!

We have held elections for new members of Advisory Councils and State Chapter Committees. We are using our new database and communication tool to house the rosters of people in positions. So the Secretary of each entity needs to enter the election results into KairosMessenger by early December. It is exciting to have a system working for us where we don't have to repeatedly provide information and is at the fingertips of the Advisory Council and the State leaders. The communication tool within KairosMessenger will also be available to use for those elected for 2019. Congratulations and thank you for your service to those newly elected and to those continuing in your roles.

Also, after the year end the IRS requires us to provide our donors a statement of all 2018 giving by the end of January. KairosDonor will generate these letters for you. Please be sure this happens so we are in compliance with the laws as a nonprofit and also honoring the donors.

In 2018, we have much to be thankful for and to praise God about in Kairos. We look forward to planning and preparing for a wonderful 2019 and future. In the meantime, I pray you gain renewal and blessings as we celebrate the birth of our Lord and Savior, Jesus Christ. Merry Christmas!

Board of Directors Update (Terry Crockett, Board Chair)

The Board of Directors held its Fall Retreat on November 16-18 in Dallas with a theme of “spirit of unity”. The Friday night devotional was led by Pastor Lara Whitley Franklin of Martin United Methodist Church followed by each Board member presenting a Bible verse about unity and praying for the person next to them.

Psalm 133:1, “How good and pleasant it is when God’s people live together in unity.”

Each Board member took a Spiritual Gifts Inventory and presented their gifts the next night. The Board realized we have many different gifts but one body; what a blessing.

The Board passed the following: a Kairos Trailer Policy; the (FPP) 2019 Financial Policies and Practices; the 2019-23 Strategic Plan including the previous passed Vision Priorities; (SWOT) the Strengths, Weaknesses, Opportunities, Threats. The Board received the 3rd Quarter Financials and the Cornerstone Management Investment Report. The Board discussed the changes to the CEO evaluation and will vote in December; we also discussed future needs of candidates for the Board.

The CEO Report covered many topics including the Variance Report, status of Messenger and Ezra, legal contracts, MOU's, Kairos Bible/Discussion Guides, Facebook, #GivingTuesday, and led us in a discussion on fundraising.

Finally, the Board had a training session on Board Roles and Expectations. We had a full and blessed weekend with unity and His presence throughout the retreat. I encourage each of us to be in unity at all levels and enjoy each other as His servants.

International Council Update (Tom McCarty, International Council President)

December is a transition month in Kairos. There is a lot of turnover of volunteers at the local, state, and national levels. As we finish our terms of service, it is important to finish well. This story may reinforce this point.

It is said that a man was trying hypnosis to help him quit smoking. His friend asked whether he thought it would work. "Sure," he said, "it worked the last time I tried it!"

Let's face it: starting well is relatively easy. Finishing well is a different matter! Starting that new diet or exercise program is kind of fun, but hanging in over the long haul is the real test. Getting married is exciting and relatively easy. Staying married through the struggles, adjustments, and trials is not always an easy matter.

The same is true of the Christian life. Becoming a Christian is relatively easy: acknowledge to God that you are a sinner and receive by faith the free gift of eternal life that Christ provided by His shed blood. You cannot work for salvation nor do anything to qualify for it. God gives it freely to all that recognize their need and trust in Christ alone. But then comes the hard part - hanging in there as a Christian in a world that is hostile towards God and His people. The world constantly dangles in front of you all that it has to offer in opposition to the things of God. From within, the flesh entices you to forsake Christ and gratify your sinful desires. The enemy hits you with temptation after temptation. The real test of your faith is, will you endure? Genuine faith in Christ perseveres to the finish line.

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

A huge thanks to all the volunteers for the countless hours of effort on behalf of making Kairos Weekends a success this fall! 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.

For some reason this fall has seen an uptick in the number of Weekend Leader reports that people have sent via the US Postal Service. I feel bad for the effort and money spent to do that. Ezra makes a pdf of the document and you can email it to leadersreport@kpmi.org I could be wrong, but this seems so much easier (and you don't have to go to the Post Office and pay for postage). Like I said, I feel bad that after all the effort and challenges that many had already been presented with, that now some have had additional work, instead of just a few clicks and the job is complete. Store this in your memory and when you are talking to future leaders, make sure they know how to do this easily.

Thanks again for making 2018 a success! 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)

It's December and yet another year is about to come draw to a close. Most of our Advisory Councils have concluded their fall Weekends, elections should have been held by now, and hopefully your newly elected Advisory Council has gathered to determine what position everyone will hold in the coming year.

It saddens me to tell you that over the past year I have received many phone calls and emails regarding conflict within Advisory Councils or between volunteers. As I prayed about those situations, God kept taking me to a verse in Philippians...Philippians 2:3-5

"Don't be selfish; don't try to impress others. Be humble, thinking of others better than yourselves. Don't look out only for your own interests, but take an interest in others, too. You must have the same attitude that Christ Jesus had." (NLT)

Paul wanted the church to stop bickering and acting selfishly, he wanted them to be unified. Later in Philippians, Paul calls out two women who had been sparring, pleading with them to stop, for Paul knew the infighting and their bickering were detracting from the mission of the church – just like it detracts from the mission of Kairos when these situations arise.

I can recount many situations and circumstances where I have put myself first – or set about making sure that I got "my way". But, I take comfort in knowing God is in the business of transformation. And when He leads us to value others more than ourselves, we begin to see their needs and discover more and more opportunities to serve. And when we open our eyes and hearts to those around us, God pours out blessings upon us.

So, as we prepare for the new year, let's put aside all the bickering and infighting, let's set aside our agendas and adopt Christ's agenda for our Advisory Councils and all of Kairos. Remembering, everything we do in Kairos is always about the Participants and Guests and never about us!

Let us listen, listen, love, love and let us serve as Jesus did with humility – always putting others first. Let us focus on being a unified Body of Christ.

Unity is not...

Union	Everything organized the same
Uniformity	Everything looking the same
Unanimity	Everyone always agreeing

Unity is...

Sacrifice	Giving up own agenda to create a better one – God's agenda
Synergy	Combining each uniqueness to make something new
Success	Being more concerned about the collective group than yourself
Spirit	A strong sense of oneness that builds each other up

Kairos Torch Update (Kevin Resnover, Youth Ministry Coordinator)

The Holiday season can be one of the most difficult times for incarcerated youth. They have all heard "...tis the season to be jolly," which becomes an expectation that doesn't often come to fruition. Being separated from family, friends and people that care for them is not very conducive is a cheery disposition. A skilled mentor will not become burdened with the notion that they must run out and buy

gifts for their mentee. However, understanding the importance of their consistent attendance in the life of their mentee is vital. A wise and balanced mentor will not abandon their family responsibilities for their mentee, nor will they skip their scheduled time with the mentee because of the holidays. Physical gifts are often forgotten but the gift of time and focused conversation can last a life time.

Monthly Mentoring Tip: Don't assume your mentee knows the true story of Christmas. During the Christmas holidays share with your mentee the birth of Christ and why it is such a powerful and personal gift for them.

New Documents Available on MyKairos.org

- Updated Trailer Policy 2018 under Downloads / Policy

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: <http://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 <http://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: <https://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: http://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 http://www.mykairos.org/news_enevs-sp.html

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

