

IDEAS TO HELP NEW KAIROS VOLUNTEERS FEEL AT HOME IN THE MINISTRY¹

ONE MINISTRY, THREE PROGRAMS

Kairos Inside
for incarcerated
men and women

Kairos Outside
for women impacted
by incarceration

Kairos Torch
for incarcerated
youth



Better Together™

Kairos Prison Ministry is deeply rooted in the Cursillo 4th Day Christian Renewal Movement Program. The 4th Day Movement includes: Catholic Cursillo, National Episcopal Cursillo, Presbyterian Cursillo, Methodist Walk to Emmaus, Lutheran Via de Cristo and ecumenical Tres Dias.

Cursillo in prison began in 1976. Modified in response to the realities of prison life, the ministry program was later named Kairos Inside. It is active in hundreds of men's and women's correctional facilities.

In response to a growing awareness of incarceration's impact on all family members, Kairos developed two additional programs, Kairos Outside for female loved-ones of incarcerated men and women and Kairos Torch for incarcerated youth.

The heart of Kairos is the Continuing Ministry including the formation of support groups. Kairos Inside calls these groups Prayer and Share. Kairos Outside calls them Share Witness Action Prayer (SWAP) Groups, and Kairos Torch uses mentor/mentee relationships. These ongoing practices help ensure continued healing, spiritual growth and maturity. A team of volunteers introduces the grouping process during the Kairos Weekend.

Over the years, Kairos has drawn most of its volunteers from 4th Day Christian Renewal Movement Programs. Over these same years Kairos' need for volunteers has grown dramatically. In 2004, the Kairos International Board of Directors voted to allow up to 20% of a Kairos Weekend Team to serve without having 4th Day experience (with their pastor/minister's support).

We recognize that all new volunteers, (especially those without 4th Day experience) need structured guidelines and mentors during the Kairos team formation process in order to become effective team members. Each new volunteer needs to be warmly welcomed and communicated with in a way that shows we value them highly. This can be best accomplished by our more-seasoned team members taking a strong personal interest in each new member before, during and after the Kairos Weekend.

¹ Based on "Guidebook for Experienced Team to Train Non-4th Day Volunteers," January 9, 2015

The following are intended to guide seasoned Kairos volunteers to make each new volunteer more aware of his or her great worth to the ministry as well as helping them discover their unique place and carry out with excellence their work in our Kairos Family:

GUIDELINES FOR MENTORING NEW KAIROS VOLUNTEERS

IT ALL STARTS WITH PRAYER

1. Ask God to send you a new Kairos team mentee.
2. Thank God for sending him/her to you.
3. Pray daily for your new teammate.
4. Pray that God will guide you as you guide him/her.
5. Pray with your new teammate when you're together.

THINGS TO DO BEFORE THE FIRST TEAM MEETING²

1. Meet before first team meeting in person or by phone. Explain your role.
2. Invite him/her to travel to team meetings with you (if practical).
3. Explain what will happen at team meetings and importance of attending meetings.
4. Explain to him/her that Kairos is primarily a pastoral (Listen, Listen, Love, Love) rather than an evangelical ministry.
5. Make sure he/she is familiar with Kairos Foundational documents and other resources in the Program Manual and at www.mykairos.org. Emphasize the Statement of Faith and Common Ground Riverbanks.
6. Ask if the new volunteer has participated in a 4th Day Program. If not, explain those programs and ask if the new volunteer would like you to assist in attending one.

THINGS TO DO AT TEAM MEETINGS

1. Introduce him/her to other team members.
2. Sit with him/her during team meetings.

THINGS TO DO AT OR BETWEEN TEAM MEETINGS

1. Make sure he/she has the appropriate Kairos Program Manual.
2. Let him/her know that you are available to answer questions on a confidential basis.

² The mentoring experience will be enhanced if the Weekend Leader assigns mentors to new volunteers before the first team meeting. If this doesn't happen until later, incorporate these guidelines into Things to Do At or Before Team Meetings.

3. Explain Accountability Groups (4th Day or Other). Invite him/her to join your Accountability Group.
4. Explain the Kairos Continuing Ministry referencing the Program Manual. Explain that the Continuing Ministry for each program is the “Heart” of Kairos.
5. Help prepare him/her for his/her Kairos Introductory Weekend team assignment.
6. Go over highlights of the weekend and the schedule using the Program Manual as a guide.
7. Explain Instructional Reunion.
8. Explain General, Personal and Green Agape including letters, placemats, posters, prayer vigils, sponsorships, donations, baking cookies, and encourage him/her to participate.
9. Encourage him/her to invite friends and acquaintances to attend Weekend closing service and consider joining future team.
10. Review correctional institution’s security regulations with him/her.
11. Offer help in completing forms required by institution.
12. Review Kairos Weekend logistics including lodging and meals.

THINGS TO DO DURING THE WEEKEND

1. Check in during each day to answer questions about what is happening during each phase of the weekend.
2. Check in at end of each day to review what happened and preview next day’s activities.

THINGS TO DO AFTER THE WEEKEND

1. Contact him/her and find out how he/she feels about the Weekend experience.
2. Review upcoming Continuing Ministry Activities.
3. Invite him/her to travel to the Instructional Reunion and next Monthly Reunion with you.
4. Explain importance of his/her personal participation in an Accountability Group.
5. Share dates of next Free World 4th Day Weekends. Invite him/her to attend (if never attended).
6. Explain Kairos’ need for additional volunteers and his/her role in recruiting them.
 - a. Practice Elevator Speeches together found at on page 6 of the Style Guide at www.mykairos.org/docs/kpmi/styleguide.pdf.
 - b. Listen to his/her personal Kairos story and encourage him/her to share with others.
 - c. Invite him/her to recruit with you or coordinate his/her efforts with other Kairos volunteers.
7. Explain Kairos’ need for funds and his/her role in helping to raise them. For example:
 - d. Ask friends to contribute by purchasing meal tickets.
 - e. Ask churches to include Kairos on their line-item budgets.

8. Explain how and why the three Kairos Programs - Inside, Outside, Torch are "*BETTER TOGETHER*".
9. Explain how Kairos operates: International Board of Directors, Kairos Prison Ministry International, State Chapter Committee, Local Advisory Council.
10. Invite him/her to attend Kairos Inside, Outside and/or Torch Weekend Closings with you.
11. Help him/her sign up to receive Kairos E-news.