

Kairos Inside Riverbanks

Ministry Foundations



1 Kairos Is Love

If you had to condense the essence of the Kairos ministry down to its fundamental core, it would be LOVE. Not just any love, but the love of Christ, delivered in wave after wave by His family. Do everything in a spirit of LOVE!

3 Prayer is Your Foundation

Prayer forms a key foundation to Kairos. The ministry is built on a realization that no matter how organized, smart, or experienced we are, success is totally dependent on how willing the team is to humble itself and adopt a prayerful spirit.

5 Sacrifice Your Agenda

Christ calls us to be servants. That means we are to give up our control. The servant's agenda is not important; the Master's agenda is! Give up your self-focus so that you can truly be His servant.

7 Advocates for Christ

The power of the ministry comes from being focused as advocates for Christ. When we are focused on Christ, the Spirit magnifies our efforts. Don't lose your focus and become an advocate for prisoners. The cornerstone of our ministry is Christ.

9 Listen, Listen, Love, Love

The theme for every Kairos is "Listen, Listen, Love, Love." This theme reminds us that Kairos is not about preaching or convincing. Instead, we sacrifice our need to be in control and listen with our hearts - a true act of great love.

2 Set Self Aside

Team members must learn to set their self-focus aside. The Team Formation process is intended to be a "practice field" where we shed our self-interests and put on the cloak of humility, obedience, sacrifice, vulnerability, and love - the face of Christ Himself.

4 Agape is Love

Agape is the Love of Christ, delivered through the Body of Christ. Cookies, posters, money, and letters are not Agape - they only represent Agape.

6 Obedience is Conforming Your Will

The Kairos life is one of learning to lay down our will and to joyfully serve in obedience. It starts with Christ, and extends to prison authorities and the Kairos method.

8 Love Those Conflicts

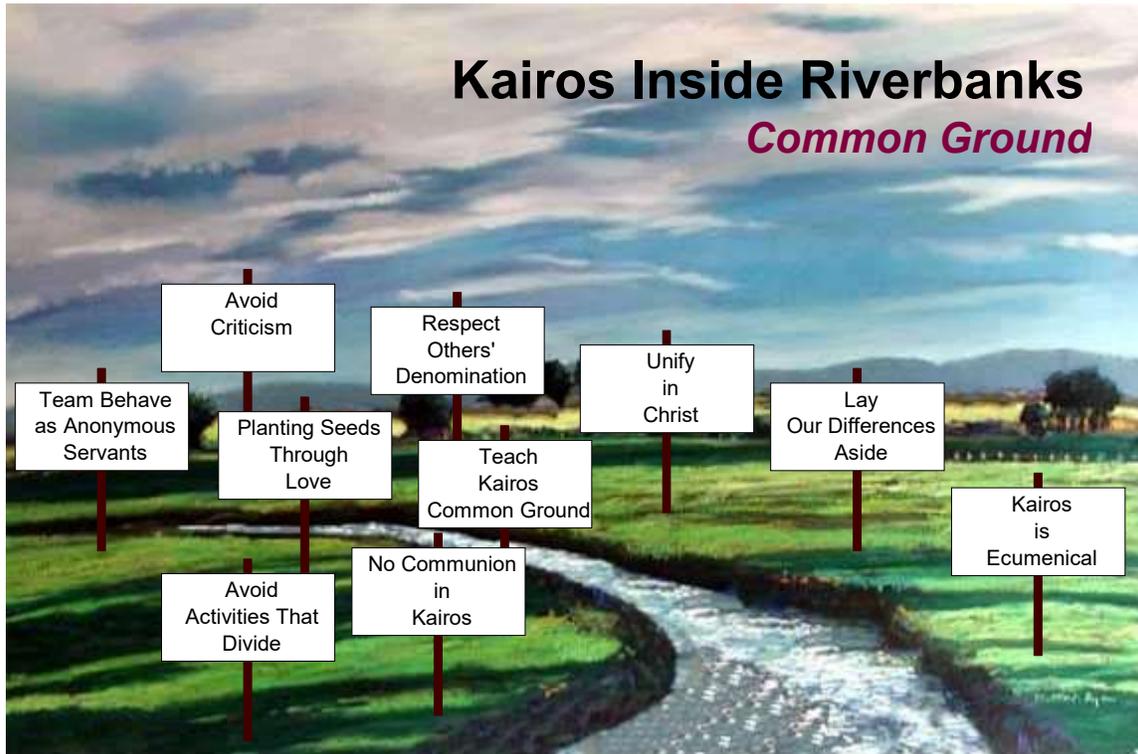
Don't be surprised when conflicts arise on the Team! If you are doing a good work for Christ, Satan will try to stir the pot and create conflict and distraction. Satan will use YOUR weaknesses to his advantage. The issue is how do you respond? We can be distracted from God's work, or rely on God to work through our Love.

10 Kairos is a Ministry of Sacrifice

You are called upon to make many personal sacrifices to serve in the Kairos ministry. It is a sacrifice to travel to and attend Team meetings. It is a sacrifice to spend a day away from your family to be with prisoners. You sacrifice your time and other resources, and sometimes even your pride. Be assured that God honors your sacrifice in a very special way.

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Common Ground



1 Kairos is Ecumenical

Kairos is an interdenominational Christian ministry commonly referred to as ecumenical. All Christian denominations and Churches that believe in the Holy Trinity are welcome to share in the ministry. We refrain from our denominational traditions and focus on the unity of the love and hope of Jesus Christ. We call this staying on common ground.

3 Unify in Christ

Rather than focus on our differences in theological traditions, we focus on the one thing that unifies us - the love and mercy of God poured out on us by the sacrifice of Jesus. We call this staying on "common ground."

5 Avoid Criticism

We avoid any criticism of other's beliefs, and in return, they avoid criticizing our beliefs. We stay unified in our 'common ground' of Christ.

7 No Communion in Kairos

Because there are so many denominational differences surrounding communion, Kairos does not allow communion in the team formation process or during the Kairos Weekend, or as part of the Continuing Ministry of Kairos.

9 Planting Seeds Through Love

Our role in Kairos is to plant seeds - seeds of Love. We understand that we are just instruments of God's love, and that Kairos is an experience in God's love. We do not keep "count" of God's harvest. We come not seeking commitments, but we trust that God's harvest will be in Kairos time, not ours.

2 Lay Our Differences Aside

Because different denominations hold to different beliefs and practices, Kairos requires that volunteers lay those differences aside during the Kairos experience.

4 Respect Others' Denomination

We are all asked to respect each other's denomination. That doesn't mean that we are required to adopt a particular denomination's beliefs, but that in Kairos we will not focus on the things that divide us.

6 Avoid Activities That Divide

We are to avoid ANY activities that are denominationally dividing. For example, we avoid altar calls, laying on of hands, praying the rosary, baptism, marian theology, feminization of the diety, etc., even if there are no objections from team members.

8 Teach Kairos Common Ground

The issue of remaining on common ground is so foundational to the ministry that the Board of Directors has issued a policy that requires the Kairos Leader to make sure that every team member has been given a copy of the Interdenominational Christian policy.

10 Team Should Behave as Anonymous Servants

Team members should become living agape to other team members and especially to residents by serving humbly, selflessly and invisibly.

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Sacrifice & Obedience



1 Adopt a Servant's Heart

Come with the spirit of a servant. Be willing to do whatever the Kairos leader asks of you. Avoid trying to "make things happen" the way you want them to happen. Just serve with the joy of knowing He is in charge.

3 Stay the Entire Weekend

As a member of the Kairos Inside Team, you make a commitment to be present for the entire Weekend. Participants will view your leaving as being abandoned. If you have a schedule conflict that will prevent you from staying, then you probably shouldn't be on this Team.

5 Make Room for Growth

Without new persons joining the ministry, it will stagnate and die. Be willing to step aside from time to time to make room for new people. Each Team should have 1/3 new first time team members. Unless on the leadership path, experienced members should serve a maximum of 3 consecutive teams before taking a break.

7 Be a Faithful Steward

The team is ultimately responsible for being good stewards of the funds raised for the Kairos Weekend. Be willing to be inconvenienced if it means being a better steward of those funds. Make sure that your ministry funds itself and its role in enabling the startup of other new ministries around the world.

2 Dress In Humility

Avoid wearing overly nice things on the Kairos Weekend. Your "nice" clothing can be a source of desire for a Participant. Avoid logos on clothing - even Kairos logos.

4 Be in an Accountability Group

The heart of the Kairos ministry is the ongoing Prayer and Share fellowship. That's why every talk has an element of testimony about the importance of our own Accountability group. Be authentic when you encourage Participants to commit to being in Prayer and Share.

6 Be Obedient to Talk Outlines

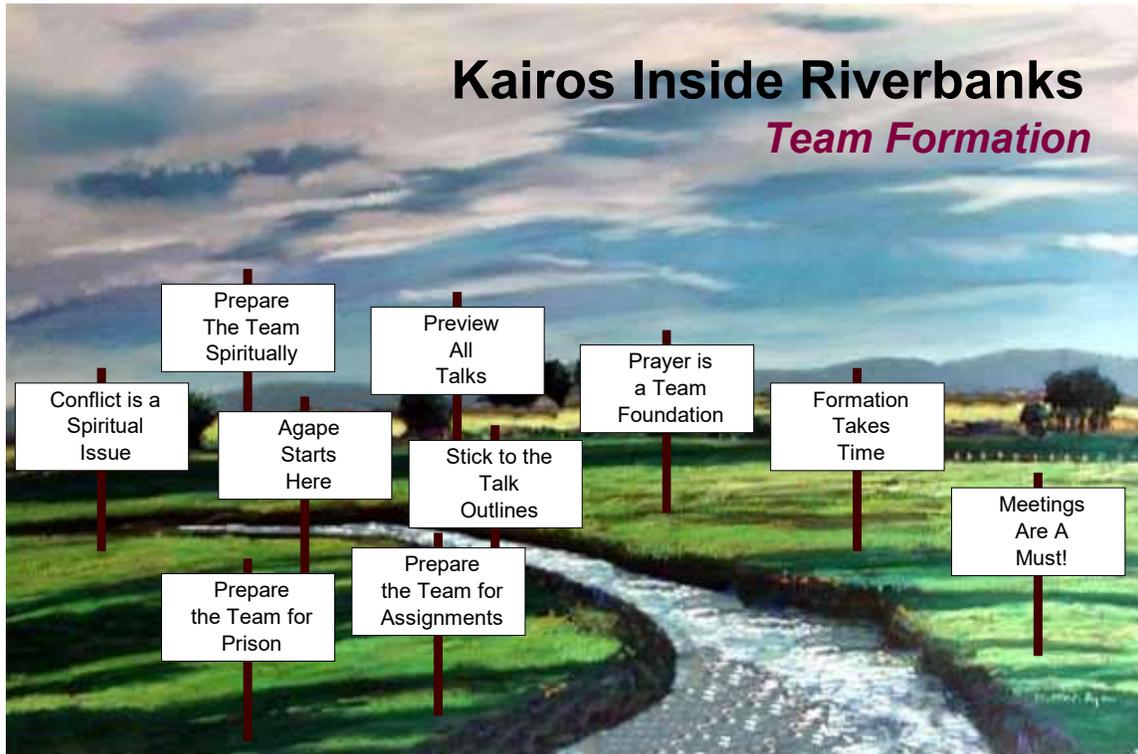
Speakers must be willing to be obedient to the talk outline. This is not the place to "get it off my chest." You are asked to sacrifice any desire to use the role of a speaker as an opportunity to say what you want - or even what "God told me to say." The outline and its role in the larger outline is a gift of the Holy Spirit and is sufficient.

8 Involve Others in God's Ministry

Kairos is God's ministry; Jesus called people to visit Him in prison. Don't prevent someone from following Christ's instruction because you failed to offer them a path to supporting the Kairos Weekend. Invite all you can, and the harvest will be plentiful.

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Team Formation



1 Meetings Are A Must

It is a mistake to believe that attending team meetings isn't necessary if you are experienced in Kairos. Meetings are spiritual preparation - and everyone needs that! You must commit to attending and fully participating in every Team meeting.

3 Prayer is a Team Foundation

Prayer is a foundation of the Kairos experience. It starts with the leader and spreads to the team. Build the foundation for the Kairos by taking every opportunity during the team formation process to lead the team with prayerful responses.

5 Prepare Team Spiritually

Perhaps the most important purpose of team formation is the spiritual preparation of the team. We come as needy individuals and become transformed into God's agents - powered by the Holy Spirit. Team meetings must be filled with opportunities for spiritual preparation.

7 Prepare Team for Assignments

People want to do a good job for God. They want to be told their assignment and how to do it so they can do their job. It takes time and effort to get prepared, but doing so empowers our work for God. Failing to prepare for our jobs leaves us with a spirit of criticism and a distracted focus of God's purposes.

9 Agape Starts Here

The Team is responsible for building a channel of agape for the Kairos. All forms of agape, including financial support, are to be collected in quantities adequate for the needs of the Kairos. It starts with the team and spreads.

2 Formation Takes Time

It takes time together for a group of Christian individuals to become formed into the Body of Christ. The Kairos method requires 34-36 hours of team time for this process.

4 Preview All Talks

All talks are to be previewed during team meetings followed by a review to be done with an eye toward whether the speaker is being obedient to the outline and whether their witness is relevant to the topic of the talk.

6 Prepare for Prison

We are not prison residents. While some of us may know a lot about prison, it is not our life. It is foreign to us - especially for the newer team members. During team meetings, each person must be prepared for the prison experience and to meet the Department of Corrections requirements.

8 Stick to Talk Outlines

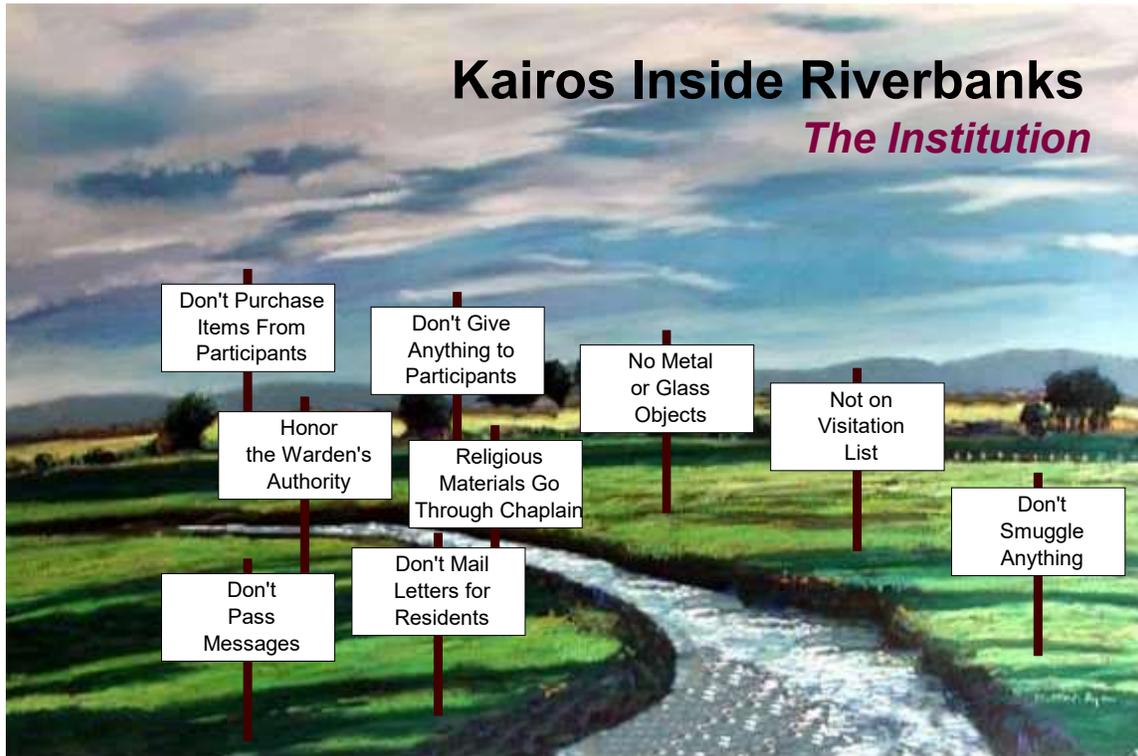
Speakers are reminded that "their" talk is only one piece of a larger talk. Each piece builds on prior talks and forms a foundation for subsequent talks. When a speaker is not obedient to the talk outline, they fail to prepare a foundation for subsequent talks.

10 Conflict is a Spiritual Issue

Conflicts WILL arise on the team. If the team is doing God's will, expect that satan will try to distract the team by using our weaknesses to create conflict. The important thing is that we respond in love!

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The Institution



1 Don't Smuggle Anything

You may not realize that you are smuggling when you bring anything (including posters, letters, notes, etc) in and it goes to a resident or if you bring such things out from a resident. Everything should be disclosed in advance.

3 No Metal or Glass Objects

You are not allowed to bring metal (including notebooks with spiral bindings) or glass objects (including food seasoning bottles) into the prison environment. Both metal and glass objects can be fashioned into weapons.

5 Don't Purchase Anything

Your relationship with Residents is a spiritual one, and it is most significant when money is not involved in any way. Avoid purchasing items or financially supporting a resident even if the institution allows such activities.

7 Don't Mail Letters for Residents

There is an approved process for a resident to mail a letter or package. If you take a letter and mail it for the resident, you are assisting in violating the institution's security processes.

9 Honor the Warden's Authority

You are an invited guest in the Warden's "house." The Warden has the authority to set the rules for their house. Do not resist or complain about their rules, or you may not be invited back to the Warden's house!

2 Not on a Visitation List

Kairos volunteers are not allowed to serve in Kairos and also be on a resident's visitation list in that institution, even if the Department of Corrections allows such a practice.

4 Don't Give Anything to Residents

This includes notes, addresses, phone numbers, magazines, photos, posters, birthday cards - nothing! Don't send money to their account or give them cash.

6 Don't Pass Messages

Never agree to pass messages from a resident to outsiders, or vice versa. You do not know the situation, and you may be passing a hidden message. If you do it once, more and more may be asked of you in the future. It is best never to start.

8 Religious Materials Go Thru Chaplain

All religious materials that are to be given to a resident must be routed to the Chaplain, who will make the appropriate arrangement to get the materials to the resident after review.

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The Weekend - Spirit



1 Have a Vulnerable Spirit

We come to Kairos as wounded healers. We are not the answer, and we don't know all the answers. We simply come with a loving and vulnerable spirit. We set our prideful nature aside. We are not in control, but we live in vulnerable obedience to God.

3 Focus on the Family

During the Weekend, we place our focus on establishing the family environment. Let everything we do be to help build up a new family in Christ. Avoid any distractions that take the focus off the family interaction and place it on the team.

5 Chapel is a Sacred Place

The team and Participants must understand that the space we have set aside as the chapel is a special place. It is reserved as a special place to be focused on God. It is to be held as a holy place. Treat it as if God Himself were standing there - because He is!

7 Prayer Vigil is a Priority

It is important that every minute of the Weekend be covered by prayer. Every team member must solicit the prayers of God's people to insure that this is done. When the prayer vigil is visually displayed to the Participants by means of a poster, prayer wheel, prayer clock, or prayer chain, they gain a sense of their worth in God's kingdom and the power of prayer in their lives.

9 Don't Manipulate

We are to be honest in all we do. We don't manipulate the situation to achieve a special effect. For example, we don't put red dye in the water used in the forgiveness ceremony to symbolize the spilling of Christ's blood, or use spotlights to create a special effect. The Holy Spirit will use our honesty and humility in much more significant ways.

2 Dress in Humility

We are asked to give up anything that sets us apart or draws attention to ourselves. That includes our clothing. Loud or fancy clothes or clothes with impressive logos (even Kairos logos) are to be laid at the cross and avoided on the Weekend. We strive for simplicity - to avoid creating a sinful covetedness in the Participants over our nice clothing.

4 Music is Teaching, Not Performance

Music is a very important part of the Weekend. Music is used to teach and inspire, but we must be careful that it does not turn into a performance by the music team. When we perform, we shift the focus off the Participants and on to ourselves.

6 Listen and Love

The theme of Kairos is Listen, Listen, Love, Love. That is our guide to our behavior on the Weekend - listen and love. We are to do more listening and less "preaching". We are to love the Participants, the team, the administration, and the officers - all on behalf of Christ.

8 Turn Over Control

Nowhere is it more important for the team to give up its desire to be in control than when we are in the prison environment. If the participants see that we value or desire being in control, the spiritual message of the importance of giving up control is lost.

10 Affirm the Participants

Affirm the Participants through the Weekend. Affirm them by learning their names, by vigorous applause when they introduce themselves or speak in front of the group, by letting them make their posters and complimenting their work. Affirm them by really listening to them and by loving them unconditionally.

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The Weekend - Program



1 The River is Narrow

Once the Kairos Weekend arrives, the Kairos river becomes very narrow! There are not many paths that can be chosen by the leader. You must avoid the temptation to get out of the water and go around the riverbanks!

3 Nothing Added

There is great temptation to add our thumbprint to the Weekend. Avoid this temptation which may be almost "institutionalized" in the Kairos program at your institution. But, as leader, you are called to lay down this temptation at the foot of the cross. Avoid adding things like: birthday parties, giving gifts (ie roses), serenades, or making a variation for the chaplain.

5 Adapt Times for the Institution

There may be institutional issues that require you to adjust the schedule times. For example, shift change may require you to enter the prison earlier or later than the standard schedule. You will have to adapt as your situation demands. Just don't leave out or add to the Kairos program elements.

7 Friday

This is a day where the Participants understand themselves and their standing with God. Avoid confusing them with anything that distracts their focus from their understanding of how much God loves them.

9 Sunday

On this, the last day, we begin the process of growing in faith and community with others. We focus on looking forward to life in the Christian community in the Institution.

2 Everything in Sequence

Every element of the Weekend program is to be done, and done in its proper sequence. Don't rearrange elements to suit your personal opinion about what works better. The wisdom of Kairos has established the program as the best method.

4 Nothing Substituted

The Weekend program is a gift from the Spirit. There is no reason to tamper with its proven power. Even if there is an element that we may personally think could be done "better," avoid the temptation to change the Kairos program.

6 Thursday

This is a time of reducing anxiety (for both the Participants and the team) and beginning to build comfort levels. Keep it light hearted and friendly.

8 Saturday

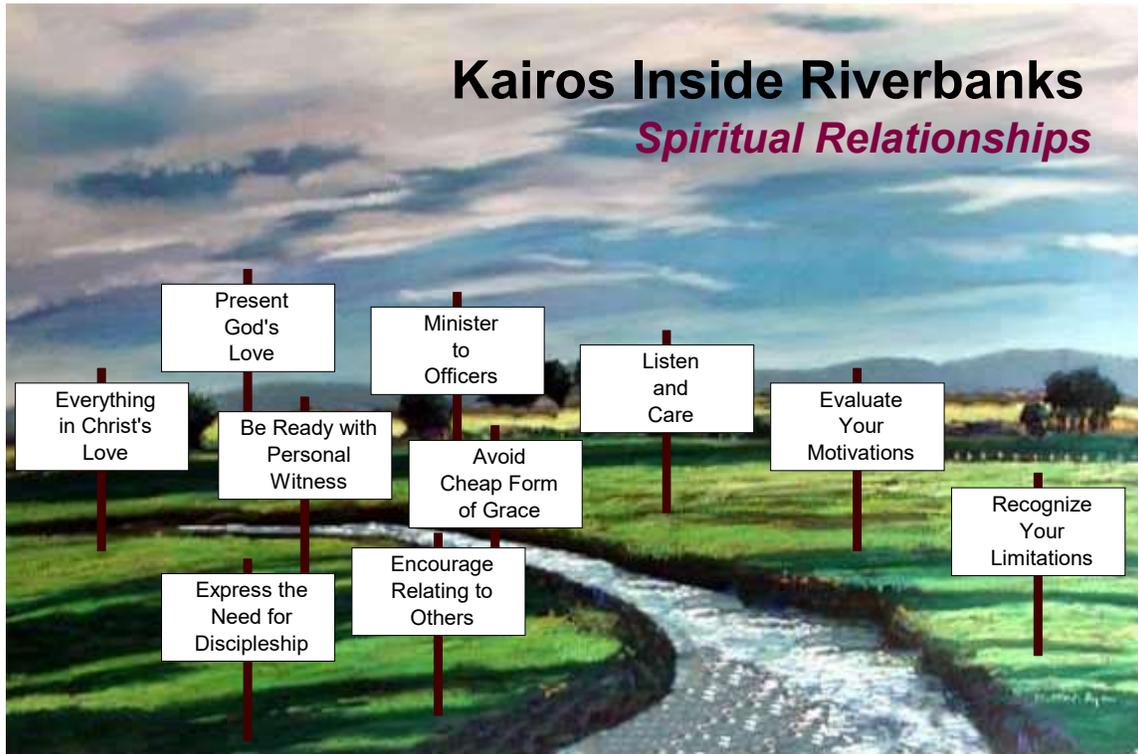
This day we examine our relationship with Christ and others and the role of forgiveness in those relationships. Encourage them to use this day to give and receive forgiveness.

10 Closing is Worship

The closing ceremony is a time of worship. While the atmosphere is joyful, don't let it become carnival-like. Instruct the guests about the proper spirit of closing.

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Spiritual Relationships



1 Recognize Your Limitations

The ministry is about God's love. Acknowledge that you are just a tool that God is using for His purposes. Any good that comes from your efforts is due to God. You are in control of nothing!

3 Listen and Care

Honest listening is an act of love. It places your focus on the importance of the other person, rather than on yourself. Do you really care what the participant is saying? Are you listening, or are you planning a response?

5 Present God's Love

Help the Participants come to understand the nature of God's love - not one where He's trying to catch us failing, but one filled with understanding, forgiveness, and acceptance.

7 Encourage Relating to Others

Help the Participants understand that when we walk in the love of God, we become vehicles to pass that love on to others. Encourage them to relate to others in constructive ways, and to commit to God's control.

9 Be Ready with Personal Witness

It is one thing to talk about the grace of God, but it is a different thing to give personal witness to the grace of God evidenced in your own life. Be ready at any time to share how God's grace for YOU has occurred.

2 Evaluate Your Motivations

Why are you on this Kairos Team? Are you here to receive blessings, or are you here to be a servant for God's purposes? Be sincere in sacrificing your purposes and glorify God, not yourself, the team, or the leaders.

4 Minister to Officers

Not only do we minister to the incarcerated, but we also minister to the incarcerator! Make sure that you present the face of Christ to the Correctional Officers. They have a very hard job to do, and they need to see the loving grace of God, expressed through your actions.

6 Express the Need for Discipleship

God calls us to be disciples. That means we are to live the disciple's life of prayer, study and Christian action. At first, that may sound boring, but the Team is there because they have found great joy in living the life of a disciple! Help the Participants come to that same understanding.

8 Avoid Cheap Grace

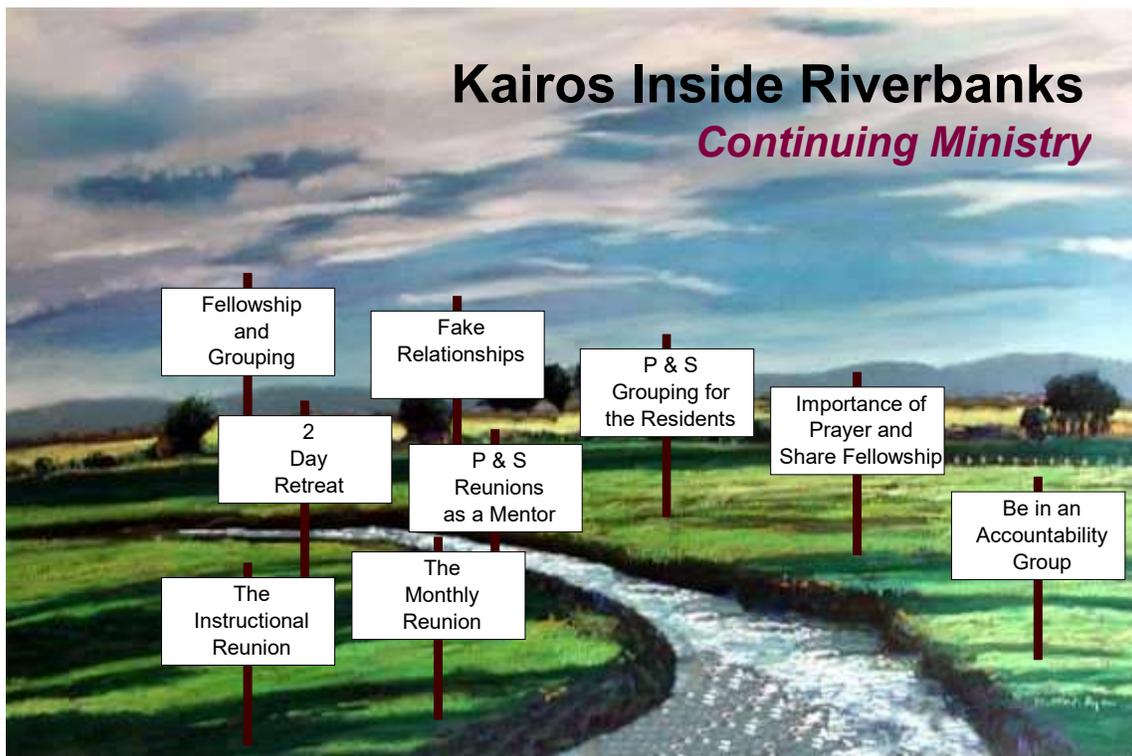
... as though it didn't matter how one conducts themselves since God forgives.
...as though spiritual vitality were indicated by emotional display.
... as though exercise of a particular gift were the ultimate in religious experience.

10 Everything in Christ's Love

The Christian experience is one that walks in the light of Christ's great love for us. We need to be models of that walk in the light. Everything we do should be done in the spirit of that love. Don't let petty differences or disappointments draw you out of that love.

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Continuing Ministry



1 Be in an Accountability Group

The heart of the Kairos ministry is the ongoing Prayer and Share fellowship. That's why every talk has an element of testimony about the importance of our own accountability group. Be authentic when you encourage Participants to commit to being in Prayer and Share.

2 Importance of Prayer and Share Fellowship

The entire focus of the Kairos ministry is to build the Christian Community inside the prison. When there is regular, ongoing Prayer and Share fellowship among the Inside Kairos residents, the Christian community in the prison is strengthened and has a growing influence on others for Christ.

3 Weekly Prayer and Share Grouping for Residents

A relationship established with a team member requires no real vulnerability on the part of the Resident. Anything team members do to make Residents more dependent on them than upon the other Residents among whom they live is a disservice to the Resident. It is not about us, it is about them!

4 Fake Relationships

Fake relationships are common to all of us, but they are almost universal in relationships between volunteers and residents. The danger of fake relationships is greatly reduced when residents relate to each other. They are more likely to tell the truth to and about each other. Isn't that the true foundation of accountability grouping?

5 Fellowship and Grouping

This ongoing Prayer and Share fellowship may take on different forms, from the preferred and proven weekly grouping under the supervision of the chaplain and our team members, or the informal Christian fellowship among Residents throughout the week in the housing unit/cell block, mess hall or in the prison yard.

6 The Instructional Reunion

The Instructional Reunion is a critical element of the Kairos experience. It has been found that without the Instructional Reunion, as many as half of the Participants will drop out before the next 2 day retreat!

7 The Monthly Reunion

Preparation should be made by the resident Kairos Community Leader. Team members commit to actively participate in the Reunions in the 12 months following the Weekend they served. During the Reunion, typical activities may include prayer, praise, fellowship, the witness of resident community member, a very short talk by a team member selected by the Advisory Council and may also include Prayer and Share grouping.

8 Prayer and Share at Reunions - server as a Mentor

Kairos volunteers attending reunions should be thoroughly familiar with the grouping process. They should be prepared to, and capable of, serving not only as Participant in the group, but as a mentor and teacher. This role is different than participating in the weekly Prayer and Share in that you are not creating dependence on yourself, you are in a role of instruction.

9 2 Day Retreat

The primary purpose of the 2 Day Retreat is to give those not yet grouping some experience in the process of becoming vulnerable to other persons in the small group setting. The retreat leader is chosen by the Advisory Council with 2 months advance selection. Refreshments should not be a major focus of the retreat Weekend.