



Fostering & Multiplying
Christ-like Servant Leaders

APPLICATION PROCESS 2018-2020 CLASSIC KINDLE

KINDLE fosters and multiplies Christ-like servant leaders to enhance the ministry of congregations in their communities and the world.

The Classic KINDLE Experience

The primary focus of Classic KINDLE is the fostering and multiplying of Christ-like servant leaders among congregational lay leaders. This outcome is accomplished by engaging church workers in a two-year process that deepens their commitment to be Christ-like servant leaders and further equips them to multiply such servant leaders among staff and laity in their ministry area(s).

During the Learning Cycle, which includes four learning events in Mundelein, Illinois, each participant (called a KINDLE Associate) is involved in a Christ-like Servant Leader Learning Circle of peers that is led by a seasoned Circle Coach. When not meeting face-to-face, these Learning Circles continue their learning processes through a weekly chat room curriculum guided by their Coach.

As a result of participating in Classic KINDLE, KINDLE Associates will:

1. **be more deeply committed to living a Christ-like servant leader life** that is under-girded by practices that encourage and enable such a way of living.
2. **impact their congregational ministry areas** by fostering and multiplying Christ-like servant leaders in an effective, systematic, and enduring way.
3. **be provided resource materials** that enhance their learning and that enable them to replicate in their congregational ministry areas(s) processes that equip lay leaders to foster and multiply Christ-like servant leaders.
4. help lay leaders in their ministry areas **to live with missional hearts** in all areas of their lives.
5. **be led by a training team** who has been well-oriented and provided the kind of support and resources that enable them to instruct, coach, and facilitate effectively.
6. respond to relatively **simple yet robust evaluation processes** that provide data that both validates Classic KINDLE's desired impact as well as helps continually refine this program initiative.
7. establish a **long-term relationship with KINDLE** in terms of financial, recruitment, and volunteer support.

The curriculum under-girding the four learning events and the chat room meetings is built upon four major emphases, the KINDLE Strands:

- *Cultivating Faith*
- *Cultivating Health*
- *Cultivating Individuals*
- *Cultivating Groups*

There are five practices that provide direction and depth to each of the strands. It is these practices that challenge participants to mature more fully into Christ-like servant leaders who seek to help others in their sphere of ministry to also grow as Christ-like servant leaders.

Classic KINDLE Qualifications

Classic KINDLE participants will normally meet the following qualifications:

1. Desire to mature as a Christ-like servant leader;
2. Possess self-directed learning readiness that can be optimized through KINDLE processes;
3. Have exceptional promise, or success, as a leader equipper;
4. Be serving in a stable congregational situation in which there is a supportive pastoral teammate;
5. Have at least five years of full-time, remunerated non-ordained ministry experience in a congregational setting.
6. Demonstrate a strong commitment to full-time church work (e.g., participate in a professional organization, attend local, district, and national LCMS-related functions).

Classic KINDLE Expectations

If selected, a Classic KINDLE Associate commits him/herself to:

1. Participate fully in the four four-day learning events during the two-year Learning Cycle;
2. Purchase and read assigned learning materials;
3. Have access and the ability to use the internet, chat rooms and other electronic modalities; such as GoToMeeting, Google Hangout, etc.
4. Pursue a growth plan designed to deepen your capacity to be a Christ-like servant leader;
5. Be a positive, open, regular participant in your Christ-like servant leader cluster;
6. Equip other leaders for ministry in their congregation, home, workplace, and community.
7. Organize and lead a congregational servant leader cluster during the four quarters of the Learning Cycle;
8. Organize and lead a ministry area Servant Leader Gathering during each of the four quarters of the Learning Cycle.
9. Launch a servant leader development process in his/her ministry area(s);
10. Respond quickly to requests for assessment and evaluation of Classic KINDLE-related activities;
11. Support KINDLE financially and by public testimony; and
12. Pray for KINDLE, the Classic KINDLE training team, and follow Classic KINDLE Associates.

Application Procedures

Those meeting the qualifications, and committing to the expectations, are asked to apply by:

1. Submitting the Classic KINDLE Application online at kindleservantleaders.org.
2. Completing a one-page statement that addresses the following three questions; each in 50 words or less:
 - a. Describe a situation when you helped someone grow as a Christ-like servant leader.
 - b. Outline your current efforts to create a consistent leadership development process in your ministry area(s) (if you have not created or attempted one simply state that as the case).
 - c. What is the biggest struggle you face in developing other Christ-like servant leaders?
3. Arranging to have your current pastor and a congregation leader in your ministry area, other than a staff member, complete a recommendation form at kindleservantleaders.org.

Limited Enrollment

Because of the intimate and process-oriented learning design, Classic KINDLE enrollment is limited to no more than 20 participants in a Learning Cycle.

Selection Criterion

The Classic KINDLE Dean, in conjunction with the Program Team and KINDLE's Executive Leadership Team, will evaluate applicants and make admission selections from those who best meet the stated qualifications. This group of individuals also reserves the right to use additional criteria such as gender, congregational role, and geographical diversity when accepting applicants into Classic KINDLE.

Selection Notification

Normally speaking, individuals invited to participate in 2018-2020 Classic KINDLE will be notified by no later than June 1, 2018.

Registration Fee

The registration fee for the 2018-2020 Classic KINDLE Learning Cycle is \$3,000. An initial deposit of \$300 is required at the time of application. The registration deadline is May 15, 2018.

Payment of Registration Fee

Once you have paid your initial deposit of \$300, and have been accepted, **you will have three payment options**: 1) pay the remaining \$2,700 (August 15, 2018); 2) two payments of \$1,350 (August 15, 2018 and August 15, 2019); or 3) four payments of \$675 (August 15, 2018; January 15, 2019; August 15, 2019; and January 15, 2020).

The registration fee includes all program expenses, materials, lodging, and meals during the learning events. It does not include: transportation to and from each learning event and the purchase of required study materials (i.e., books), which are the responsibility of the participant.

Classic KINDLE Withdrawal Policy

Cancellation requests must be received by the published deadline date for the first Learning Event. Refunds for cancellation will be processed with \$100 of the application fee remaining with KINDLE to cover administrative costs. After the payment deadline date for the first Learning Event, the entire application fee will remain with KINDLE.

Recognizing the large financial investment which is necessary to provide this high-level educational experience, the loss of a participant is felt financially as well as within the learning community. If a KINDLE Associate withdraws after the first Learning Event has taken place, the KINDLE Associate and the congregation will be responsible for all remaining unpaid registration fees as agreed upon via the Financial Commitment Form.

External Support Keeps Registration Fee Low

As a result of gracious gifts from individual donors and various organizations, particularly LCMS congregations, its own endowment and living legacies, KINDLE is able to keep the registration fee at \$3,000 rather than the approximate \$5,500 per participant cost. KINDLE is grateful to all of these individuals and groups, especially to ***Wheat Ridge Ministries***, who provided a generous start-up grant, and to ***Thrivent Financial*** whose remarkable support over the past decade has enabled KINDLE to innovate in ways that enhance the ministry of congregations in their communities and the world.

Learning Event Schedule and Location

Should you be accepted into the Classic KINDLE Learning Cycle, it is imperative that you block your calendar for four learning events. Being a Classic KINDLE participant means you attend the entire learning event. The learning events are held at the Conference Center of the University of St. Mary of the Lake in Mundelein, Illinois, unless otherwise noted.

The Learning Cycle will meet on the following dates:

- September 17-20, 2018
- February 4-7, 2019
- September 16-19, 2019
- January 27-30, 2020

Each Learning Event begins at 5:00 p.m. on Monday and concludes by 12:00 noon on Thursday.

Pre- and Post-Learning Cycle Assignments and Assessment

Participants will be sent their assessment instruments plus assignment materials and reading list by no later than June 15, 2018. **The assessment instruments are to be returned by August 15, 2018.** Once the learning cycle ends, and all assessment materials have been completed, participants will a) engage in a “closure conversation” with a member of the training team; and b) be eligible to receive their KINDLE Associate certificate.

Application Deadline and Details

Apply at kindleservantleaders.org. All application material must be on file no later than May 15, 2018.

For questions, please contact:

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