

“Fostering and Multiplying Christ-like Servant Leaders”



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APPLICATION TO THE 2012-14 CLASSIC KINDLE LEARNING CYCLE

*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. The 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 servant leader cluster of peers that is led by a seasoned Cluster Coach. When not meeting face-to-face, these clusters 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. help the lay leaders in their ministry areas **to live with missional hearts** in all areas of their lives.
4. **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.
5. **be provided resource materials** that sharpen their learning and enable replication in their congregational ministry areas(s) so that their lay leaders also foster and multiply Christ-like servant leaders.
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 the 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 five

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major emphases or strands:

- *Stewardship of Faith*
- *Stewardship of Self*
- *Leadership of Leaders*
- *Leadership of Groups*
- *Coaching to Multiply*

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 servant leader and leader equipper;
4. Be serving in a stable congregational situation in which there is a supportive pastoral teammate;
5. Have at least four 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, etc.).

Classic KINDLE Expectations

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

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

Application Procedures

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

1. Submitting the Classic KINDLE Application Form online at kindleservantleaders.org.
2. Completing a one-page statement that addresses each of the following three questions in 50 words or less:
 - a. Describe a situation when you helped someone grow as a Christ-like servant leader;

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- b. Outline your current efforts to create a consistent leadership development process in your congregation (if you have not created or attempted one simply state that as the case).
 - c. Outline what more you would like to learn about being a Christ-like servant leader;
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 25 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 age and/or years of experience as a church worker, gender, congregational role, and geographical diversity when accepting applicants into Classic KINDLE.

Selection Notification

Normally speaking, individuals invited to participate in Classic KINDLE 2012-14 will be notified by no later than June 15, 2012.

Registration Fee

The 2012-14 registration fee for the 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, 2012.

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, 2012); **2)** two payments of \$1,350 (August 15, 2012 and August 15, 2013); or **3)** three payments of \$900 (August 15, 2012; August 15, 2013; and January 15, 2014).

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, which are the responsibility of the participant.

Classic KINDLE Refund Policy

Cancellation requests must be received by **August 15, 2012**. Refunds for cancellation will be processed with a \$100 fee to cover administrative costs. After the deadline date, the full registration must be paid according to the method identified by the registrant, and no refunds will be made. Special consideration for emergencies will be given at the discretion of the Operations Director, in consultation with the Dean of Classic KINDLE and Program Team Leader.

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External Support Keeps Registration Fee Low

As a result of gracious gifts from individual donors and various organizations, plus its own endowment and living legacies, KINDLE is able to keep the registration fee at \$3,000 rather than the approximate \$6,000 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 for Lutherans*** 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! Each learning event will be four days in length, beginning on Monday at 5:00 p.m. with supper and concluding at noon on Thursday (Participants are on their own for Thursday lunch). The learning events are held at the Conference Center of the University of St. Mary of the Lake in Mundelein, Illinois. The 2012-14 Learning Cycle will meet on the following dates:

- October 1-4, 2012
- February 4-7, 2013
- August 19-22, 2013
- January 27-31, 2014

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, 2012. **The assessment instruments are to be returned by August 15, 2012.**

Following the final learning event in January 2014, various assignments and assessment materials will need to be returned by March 31, 2014. Once all assessment and assignment materials have been completed, participants will a) engage in a “closure conversation” with their cluster coach; b) develop some kind of “Servant Leader Celebration” in their congregation; and c) be eligible to receive their KINDLE certificate.

Application Deadline and Details

Apply at kindleservantleaders.org, at the Classic KINDLE link on the right side of the page. All application material must be on file no later than **May 15, 2012.**

For questions, please contact:

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