

Classic KINDLE Next Steps Overall Design

KINDLE's Mission

The mission of KINDLE is to enhance the church by fostering and multiplying servant leaders.

Purpose of Classic KINDLE Next Steps

To come alongside KINDLE Associates, during a 15-18 month process designed to assist them in assessing and strengthening the servant leader development process and culture in their ministry areas.

Overall Goals

1. To improve congregational vitality through a simple, straightforward plan of engaging congregational leaders in deepening their understanding of and commitment to being a servant leader.
2. To equip a congregational team so that it can develop and pursue a comprehensive leadership development process within the Associate's specific ministry areas.
3. To infuse a habit of servant leader replication within the Associate's specific ministry areas.

Focus of Servant Leader Development Path Plan

The primary focus of the Next Steps process and the servant leader development path plan will be in the ministry areas in which the KINDLE Associate currently serves (i.e., children's ministry, youth ministry, small group ministry, etc.)

Tentative Overall KINDLE Next Steps Plan

Below is a tentative "big picture" schedule for Classic KINDLE Next Steps. The basic components include ...

- Creating a Servant Leader Development Implementation Team
- Completing the Servant Leader Development Path Inventory (SLDP)
- Holding three onsite training and planning events
- Implementing a servant leader development process
- Coaching for the KINDLE Associate
- Celebrating servant leadership and servant leaders in the congregation throughout the year

The primary contact person for KINDLE Next Steps will be the KINDLE Associate.

Classic KINDLE Next Steps Schedule

Approximately 15-18 months

Launch		Event # 1		Event # 2		Event # 3
Sep – Oct	Nov – Dec	Jan – Feb	Mar – Sep	Sep – Oct	Nov – Dec	Jan – Feb
Jan – Feb	Mar – Apr	Apr – May	Jun – Dec	Jan – Feb	Mar – Apr	Apr – May
Monthly One-On-One Coaching with the KINDLE Associate						
Monthly Implementation Team Meetings						

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Implementation Team

Once the congregation's Next Steps Information/Application Form has been received a KINDLE coach will be assigned. The KINDLE coach will be in conversation with the KINDLE Associate throughout the next steps process. The coach will guide the Associate on the tasks to be completed prior to the first onsite event including the forming of an Implementation Team. The team is not only tasked with implementing the plan, but each member is also to work through a personal KINDLE Applied Learning Plan to further their own individual growth as a servant leader.

Implementation Team Formed

The Implementation Team, comprised of 6-10 people, works closely with the KINDLE Associate to carry out the action plan in order to improve the servant leader development process in the specific ministry area and ultimately the congregation.

- The KINDLE Associate convenes and, generally, leads the Implementation Team. (**KINDLE Path Practice # 17: Collaborating** – Fostering collaboration among individuals and groups around the congregation's mission.)
- The team is not only tasked with implementing the servant leader development path plan for the ministry area, but is also to use their time together to work through personal KINDLE Applied Learning Plans to further their own individual growth as servant leaders. (**KINDLE Path Practice # 15: Equipping** – Providing training experiences that equip future leaders.)
- The Implementation Team may include ...
 - ✓ Past KINDLE Lay Associates
 - ✓ Congregation leaders or influencers in the Associate's ministry areas
 - ✓ Other paid ministry staff
- The Associate meets at least monthly with Implementation Team both as a group and as individuals

Implementation Team as a KINDLE Learning Cluster

One of the first tasks for the Implementation Team is to essentially become a KINDLE Learning Cluster. As the Implementation Team forms, its initial focus is to ...

- Become a Christian community and a KINDLE Learning Cluster. (**KINDLE Path Practice # 2: Connecting Deeply** – Connecting with one another in small group communities.)
- Understand KINDLE "basics" including the Strands, Practices and Outcomes.
- Complete the servant leader profile.
- Develop a KINDLE Applied Learning Plan. (**KINDLE Path Practice # 14: Encouraging** – Celebrating the gifts and accomplishments of servant leaders.)

Team Meetings

Implementation Team meetings are designed to not only move the congregational servant leader development plan forward, but also serve an incubator for the development of servant leaders. The basic agenda might look like this.

Basic Implementation Team Meeting Agenda – approximately 75 minutes	
10-15 minutes	Opening Devotion (servant leadership focus)
10-15 minutes	Individual Leader Development (focus before Event # 1) <ul style="list-style-type: none"> • Teach on Leadership of Leaders or Leadership of Groups • Report on progress of individual KINDLE Applied Learning Plans
30-50 minutes	Moving the Congregational Plan Forward (after Event # 1) <ul style="list-style-type: none"> • How is the plan unfolding? • How are leaders growing? • How is servant leadership being lifted up in the congregation? • What is the next action based on the inventories? • Who needs to be involved with that action?
10 minutes	Prayer Pairs <ul style="list-style-type: none"> • Prayer for each other in pairs for current needs. • Common prayer for the effort.

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Pre-Work before First Onsite Event

In order to make the first onsite event most productive, there are a few things that need to be completed in advance.

Pre-Event Coaching

Prior to scheduling the first onsite event, the KINDLE coach will explain and clarify the Next Steps process including expectations, pre-event assignments and helping the Implementation Team become a KINDLE Learning Cluster.

KINDLE Servant Leader Profile

The **KINDLE Servant Leader Profile (SLP)** is an invitation for the Implementation Team and staff to reflect upon life as a servant leader and to mature specific servant leader behaviors. If an individual chooses, this process can provide multi-faceted 360 degree feedback. Once a person has received the feedback, opportunity will be provided to pursue intentionally the practices of a servant leader in order to positively impact the ministry of the local congregation by developing leader excellence in self and in others.

Congregation Servant Leader Development Path Inventory

The **KINDLE Congregation Servant Leader Development Path Inventory (SLDP)** will give the Implementation Team a snapshot and clues about both the strengths and weaknesses of its current servant leader development path process. The intent is to help the team see potential next steps in developing a comprehensive process for developing servant leaders.

The **KINDLE Congregation Servant Leader Path Inventory** is to be completed by all Implementation Team members; ministry staff; **plus** 15 congregational leaders who are actively involved in a ministry area served by the KINDLE Associate and generally meet the following criteria:

- They are involved in a small group/cell group/home group/or adult Bible class.
- They would be considered an influential person or part of the “core” leadership of the congregation.

Schedule	Target Audience	Focus / Topics
Pre-Work	<ul style="list-style-type: none"> • KINDLE Associate • Implementation Team • Senior pastor • Other staff • 15 congregational leaders who complete the survey 	<ul style="list-style-type: none"> • Associate completes the KINDLE Next Steps Profile-Application Form. • Implementation Team begins meeting as a Learning Cluster. • Implementation Team and staff complete or revisit the KINDLE Servant Leader Profile (SLP) – 360 degree feedback optional. Complied by the KINDLE Associate. • Implementation Team, ministry staff and 15 congregation leaders complete the Congregation Servant Leader Path Inventory. Compiled by the Coach.

Coaching

A KINDLE Coach will come alongside the Associate to help them gain traction and momentum in the creation of a systematic leader development process resulting in servant leader replication. The Associate will receive monthly one-on-one coaching during the KINDLE Next Steps process using the GROW Model as taught in Classic KINDLE. Each coaching session will be approximately one hour in length. Each month the Associates will receive several questions to be completed in preparation for the actual coaching session. An online coaching tool will be used to facilitate the coaching process. The first coaching session will occur approximately 3-4 months prior to the first onsite event. (**KINDLE Path Practice # 18: Coaching** – Coming alongside individuals by Investing time and energy in them as they grow as servant leaders.)



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Servant Leader Development Path

Maturing disciples respond to God's grace in their lives and, by the power of the Holy Spirit, grow into Christ-likeness and Christ-like servant leaders. The **Servant Leader Development Path (SLDP)** outlines a simple, clear pathway for helping people grow into being servant leaders who multiply other leaders. Congregations can provide an environment and opportunity for this kind of growth to occur.



Servant Leader Development Path Phases

These four phases describe a pathway for helping people grow into being servant leaders who multiply other leaders. Under each of the four phases are five path practices which describe specific behaviors for each phase. In addition to the four leader development phases, the greenhouse includes five specific congregation practices which impact the culture of servant leader development in the congregation.

Emerging Leader – The Christ-like servant leader *begins to mature* by responding to God's grace.

Maturing Leader – The Christ-like servant leader *grows deeper spiritually* by developing spiritual practices and beginning to exercise a leadership role.

Modeling Leader – The Christ-like servant leader *leaves a legacy* by modeling Christ-like servant leader practices.

Multiplying Leader – The Christ-like servant leader *impacts the kingdom* by reproducing Christ-like servant leaders.

Enhancing Congregation Culture – The congregation *becomes a greenhouse environment* which values and develops servant leaders.

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Onsite Event # 1

The first onsite event will be scheduled after ...

- The Implementation Team has met and has become familiar with KINDLE basics.
- Each member has completed the Servant Leader Profile and developed a personal KINDLE Applied Learning Plan.

The goals of the first onsite event are threefold ...

Individual Servant Leader Development

- Provide participants a sense of KINDLE history, mission and values.
- Introduce KINDLE concept of servant leadership.

Congregation Servant Leader Development Path

- Explore the servant leader development path.
- Reflect on the servant leader inventory results.

Next Steps

- Begin crafting a plan to expand the servant leader replication process in the Associate's ministry area.

Schedule	Participants	Focus / Topics
Friday Afternoon 1:00 – 4:00 p.m.	1:00 p.m. – KINDLE Associate 1:30 p.m. – Group meeting 2:15 p.m. – 20 minute individual meetings as needed with ... • Senior pastor • Additional staff as appropriate • KA and senior pastor together	<ul style="list-style-type: none"> • Review the weekend schedule • Review the results of Congregation Servant Leader Development Path Inventory • Surface concerns and/or servant leader issues
Friday Evening 7:00 – 9:30 p.m.	<ul style="list-style-type: none"> • KINDLE Associate • Implementation Team • Senior pastor • Other staff 	Focus – Individual Leader Development <ul style="list-style-type: none"> • Community building • Review Strands, Practices & Outcomes (SPO). Led in part by the KINDLE Associate. • Review Servant Leader Profile and applied learning plan progress. • Closing worship. Led by pastor or Associate. Recognition of KINDLE Associate & Lay Associates. Possibly <i>Holden Evening Prayer</i>. Consider using the KINDLE entrance ritual.
Saturday Morning 8:30 – 12:00 noon	<ul style="list-style-type: none"> • KINDLE Associate • Implementation Team • Senior pastor • Other staff 	Focus – Servant Leader Development Plan <ul style="list-style-type: none"> • Introduce Servant Leader Path Inventory results and process meaning for parish. • Step # 1: Strengths & Weaknesses
Saturday Afternoon 12:00 – 4:00 p.m.	<ul style="list-style-type: none"> • KINDLE Associate • Implementation Team 	Focus – Next Steps (provide lunch) <ul style="list-style-type: none"> • Step # 2: Developing Objectives • Step # 3: Plan Implementation • Step # 4: Assessment • Who has what assignments? • Closing worship. Led by pastor or Associate.
Sunday Morning Worship	<ul style="list-style-type: none"> • KINDLE Associate • Initial KINDLE Cluster • Implementation Team 	<ul style="list-style-type: none"> • Possible recognition of the KINDLE Associate, initial KINDLE Cluster and Implementation Team as part of the weekend's worship. • Strictly optional depending on church's preference and coaches' schedule.

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Onsite Event # 2

The goals of the second onsite event are ...

Individual Servant Leader Development

- Celebrate the progress during the next steps process.
- Review and share individual progress on individual KALP's. What's your next step in your KALP?

Congregation Servant Leader Development Path

- Review and evaluate progress on the servant leader path plan.
- Review the "people on the path" and identifying future apprentice leaders, leaders and coaches.
- Developing apprentice leaders using the "I do" model.
- Provide a coaching GROW model experience.

Next Steps

- Next steps in your servant leader path plan.
- Anchoring the servant leader path in the ministry areas.
- Consider offering a KINDLE Servant Leader Workshop

The schedule below is somewhat tentative, since this event will be shaped by the conversations that the KINDLE Coach and Associate are having between events.

Schedule	Participants	Focus / Topics
Friday Afternoon 1:00 – 4:00 p.m.	<ul style="list-style-type: none"> • Meet with KINDLE Associate <ul style="list-style-type: none"> ✓ Encouragement ✓ Review goals for the visit ✓ Talk through next steps • Meet with staff as needed 	Focus – Progress Report <ul style="list-style-type: none"> • Discuss the progress made since the first onsite event. Focus on ... <ul style="list-style-type: none"> ✓ Successes / failures ✓ Obstacles to implementation ✓ Progress of Implementation Team
Friday Evening 7:00 – 9:30 p.m.	<ul style="list-style-type: none"> • KINDLE Associate • Implementation Team • Senior pastor • Other staff 	Focus – Individual Leader Development <ul style="list-style-type: none"> • Review individual progress on the KINDLE Applied Learning Plan. Led in part by the KA. • Celebrate progress! • Closing worship. Led by pastor or Associate.
Saturday Morning 8:30 – 12:00 noon	<ul style="list-style-type: none"> • KINDLE Associate • Implementation Team • Senior pastor • Other staff 	Focus – Servant Leader Development Plan <ul style="list-style-type: none"> • Revisit who is where on the leadership path? • Identify key servant leader development process needs • Practice coaching triads • Closing worship. Led by pastor or Associate.
Saturday Afternoon 1:00 – 4:00 p.m.	<ul style="list-style-type: none"> • KINDLE Associate • Implementation Team 	Focus – Next Steps <ul style="list-style-type: none"> • How will momentum continue? • How will accountability be handled? • Are champions assigned to specific tasks? • What obstacles need to be addressed? • Sending devotion
Sunday Morning Worship	<ul style="list-style-type: none"> • KINDLE Associate • Implementation Team 	<ul style="list-style-type: none"> • Possible recognition of the KINDLE Associate and Implementation Team as part of the weekend's worship. • Strictly optional depending on church's preference and coaches' schedule.

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Onsite Event # 3

The goals of the third onsite event are ...

Individual Servant Leader Development

- Celebrate the progress during the next steps process.
- Review and share individual progress on individual KALP's. What's your next step in your KALP?

Congregation Servant Leader Development Path

- Review and evaluate progress on the servant leader path plan.
- System review ... how is our path functioning?
- Checking our growth ... results of the second Servant Leader Development Path Inventory
- Refinements on the path and the measurements as needed

Next Steps

- Looking ahead: New or refined implementation team plan
- Future role of the implementation team
- Future expansion of servant leadership development path in congregation
- Future role of KINDLE in life of congregation (report to come)
- Celebration of progress
- Closing celebration ritual

The schedule below is somewhat tentative, since this event will be shaped by the conversations that the KINDLE Coach and Associate are having between events.

Schedule	Participants	Focus / Topics
Friday Afternoon 1:00 – 4:00 p.m.	<ul style="list-style-type: none"> • Meet with KINDLE Associate ✓ Encouragement ✓ Review goals for the visit ✓ Talk through next steps • Meet with staff as needed 	Focus – Progress Report <ul style="list-style-type: none"> • Discuss the progress made since the first onsite event. Focus on ... ✓ Successes / failures ✓ Obstacles to implementation ✓ Implementation Team progress
Friday Evening 7:00 – 9:30 p.m.	<ul style="list-style-type: none"> • KINDLE Associate • Implementation Team • Senior pastor • Other staff 	Focus – Individual Leader Development <ul style="list-style-type: none"> • Review individual progress on the KINDLE Applied Learning Plan. Led in part by the KA. • Celebrate progress! • Closing worship. Led by pastor or Associate.
Saturday Morning 8:30 – 12:00 noon	<ul style="list-style-type: none"> • KINDLE Associate • Implementation Team • Senior pastor • Other staff 	Focus – Servant Leader Development Plan <ul style="list-style-type: none"> • Revisit who is where on the leadership path? • Identify key servant leader development process needs • Practice coaching triads • Closing worship. Led by pastor or Associate.
Saturday Afternoon 1:00 – 4:00 p.m.	<ul style="list-style-type: none"> • KINDLE Associate • Implementation Team 	Focus – Next Steps <ul style="list-style-type: none"> • How will momentum continue? • How will accountability be handled? • Are champions assigned to specific tasks? • What obstacles need to be addressed? • Future role of the Implementation Team? • Sending devotion
Sunday Morning Worship	<ul style="list-style-type: none"> • KINDLE Associate • Implementation Team 	<ul style="list-style-type: none"> • Possible recognition of the Implementation Team as part of the weekend's worship. • Strictly optional depending on church's preference and coaches' schedule.

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Getting Involved in KINDLE Next Steps

Application for Classic KINDLE Next Steps

A profile-application form is available on KINDLE's website kindleservantleaders.org or upon request from KINDLE's Operations Coordinator at kindle@kindledce.org.

Financial Understandings

The Classic KINDLE Next Steps initiative is available to congregations through a generous grant from **Thrivent Financial for Lutherans**. KINDLE is deeply appreciative of the remarkable contributions of Thrivent Financial to organizations who work to enhance congregational vitality, church worker wellness, and leadership development. The financial commitments listed below are the results of the Thrivent Financial grant and available for the first 6 congregations that participate in KINDLE Next Steps.

- Application fee: The application fee is \$400 to be paid when the congregational application is submitted.
- Travel of the training team: During the one year agreement between KINDLE and the congregation all travel expenses related to KINDLE personnel are the responsibility of KINDLE. If the congregation wishes to assist KINDLE by underwriting one of more aspects of the KINDLE coaches' travel expenses it is free to make that offer.
- Expenses for the onsite events: Expenses related to lodging, meals, car rental, materials are the responsibility of KINDLE unless otherwise agreed upon.
- Ongoing support of KINDLE: KINDLE would welcome the congregation's support in whatever way it may see fit. Often congregational support has taken the form of providing scholarship monies for KINDLE's various programs, particularly its Classic KINDLE program.

Concluding the Agreement

It is understood that the relationship between KINDLE and the congregation concludes after the third onsite event. Further contact with the KINDLE coach may be initiated by the congregation at its own expense.

Celebrating Successes

- It is hoped that various opportunities would be taken by the congregation to celebrate servant leadership throughout the year and beyond in the life of the congregation. These celebrations could become a part of the Implementation teams overall plan for fostering and multiplying servant leaders within the congregation. (**KINDLE Path Practice # 14: Encouraging** – Celebrating the gifts and accomplishments of servant leaders.)

For additional information on KINDLE Next Steps contact ...

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