

# KAIROS TEAM MENTORING

Guidelines  
For Mentoring  
New Team Members

## **Mentoring**

When we take a strong, personal interest in a new team member before, during, and after the Kairos Inside Weekend, we will make him feel welcome and more quickly bring him into the Kairos Community

The mentoring process should take three forms:  
Physical, Spiritual, and Educational

### **Physical**

- Meet with the new team member as soon as possible either in person or by phone.
- If possible arrange for him to travel to team meetings, the weekends, the instructional, and the first Reunion with you.
- Sit with him during team meetings and be prepared to answer all questions on a personal, confidential basis.
- Review the Weekend logistical arrangements with him including lodging and meals.
- Explain to him the meaning of Agape (letters, placemats, posters, the Prayer Chart, meal tickets, etc.)
- Encourage him to give others the opportunity to be a part of the Ministry through prayer, team member participation, baking Kookies, and if possible through donations, and other agape.
- Offer any assistance needed in completing forms necessary for meeting the prison's system's security requirements. (Normally done during Team Meetings.
- Invite him to participate in joint fund-raising activities.

## **Spiritual**

- Pray each day for the new team member.
- Become his prayer partner by praying with him at every opportunity as your friendship grows.
- Invite him to join your Reunion Group or if he prefers, assist him in identifying a Reunion group for his spiritual accountability and encouragement.

## **Educational**

- Make sure he has received the Kairos Inside Manual (Silver) and be available to answer any questions he may have.
- If you are unable to answer his questions, refer him to the Weekend Leader or the Advisory Council Chair.
- Introduce him individually to other team members.
- Help him prepare for his Weekend assignment.
- Review with him the security requirements and regulations of the institution.
- Throughout the weekend, frequently check with him to ensure he understands what is happening with each phase of the weekend.
- At the end of each day on the weekend, review the day's events and preview the next day's activities.
- Make sure he is familiar with information available to our volunteers at [www.mykairos.org](http://www.mykairos.org) and [www.kairosfindiana.org](http://www.kairosfindiana.org).

### **Educational Cont.**

- Explain Reunions and Prayer and Share Groups.
- Explain various ways to raise funds:
  - Church Budget line item
  - Individuals
  - Fund raising activities
  - Meal Tickets
  - Garage sales
  - Explain about the three ministries of Kairos and the purpose of each
  - Help him see “The Big Picture” by explaining the Ministry Hierarchy:
    - Local Advisory Council
    - State Chapter Committee
    - Kairos Prison Ministry International
    - International Board of Directors
    - Kairos has over 30,000 volunteers with only 5 paid employees serving over 300 million hours each year in almost 500 locations

## **Follow-Up After the Weekend**

- Within a few days after the weekend, contact the new team member and find out how he felt about his experience with what the Holy Spirit did during the Weekend. Answer any questions he has.
- Make an effort to attend a Reunion with the new team member to help him understand this process and to feel comfortable with it.
- Talk with the new team member about the possibility of his going on a 4<sup>th</sup>-day Weekend, if he has not yet done so.