



kairoschurchplanting.org

Kairos Fundamentals

THE MISSION

The Kairos mission is to recruit, equip and support church multiplication leaders to strategically plant new church-planting churches and launch regional church planting movements.

Our prayer is that we can help the Churches of Christ be relevant in 21st century America. Our restoration history of “Christians only” has strong and vital points of contact to the emerging generations of North America. We believe the deep core values and early theological understandings of our heritage speak well to pre-Christians today and that God can use us all over again to accomplish wonderful kingdom deeds in this century.

For years, we have referred to the Churches of Christ as a “sleeping giant,” a movement of churches that, once awakened, had the potential for incredible revival. With the number of churches on the decline (see page 7), it is more important than ever for established churches to partner with and support churches that are just getting started.

While our roots are firmly in the soil of the Churches of Christ, we do pursue and cultivate relationships with other church planting organizations and resources from broader Christendom. The harvest is plentiful, but the workers are few. We want to increase the workers!

THE NEED

Churches of Christ reached a high point in membership around 1985 with 1.29 million members. Our fellowship had a 2.9% loss from 1990-2000 while the US population grew by 13%. We lost ground by 16% in comparison to the US population!

For the past 18 years, five congregations a month have closed their doors. And in the past three years, that has increased to nine closures a month. At this rate, we anticipate that by the year 2050, we will go from just over 12,000

congregations to about 2800. And we expect ~~our~~ the membership across this fellowship to drop from 1.2 million to about 250,000.¹ We are rapidly becoming a post-Christian country.

WHAT KAIROS OFFERS

While our main goal is to see new churches for new people in new places, we have taken a multi-pronged approach to achieve this mission. As we recruited, assessed, and equipped church planters we realized that the same training and leadership development necessary to equip new church leaders is as applicable and as necessary for church leaders of churches in all their life stages.

Young leaders: God’s kingdom needs a rising army of young leaders who understand the challenges of our faith resistant American culture and who are skilled at helping not-yet believers become committed followers of Jesus. We work to identify potential church leaders early, some while they are still college students, and help them gain the experience they will need through assessment labs, emerging leader training courses, and apprenticeships in campus ministries, church plants, and dynamic established churches.

Church Planters: When a church planter candidate contacts Kairos, we direct him/her to Discovery Lab, where his and his wife’s skills, experiences, and giftings are measured by a team of interviewers who actively listen for the Spirit’s work in the planter’s life. When a planter is approved through the Discovery Lab process, he goes on to Strategy Lab and then into our coaching system. We maintain long-term relationships with the planters in our network and create opportunities for them to interact with each other.

Established Church Leaders: We realize that partnership with established churches creates better opportunity for successful church planting. For established church leaders, we offer Craft Lab, an intensive planning and training time that allows each church to work on a specific project. We recently launched our first Kairos Course (kairoscourses.com) to train church leaders how to prepare for and pull off Big Day events. This course was called Spring Surge since it pushed church leaders to be purposeful in planning their Easter season for the greatest impact.

¹ Granberg, S. & Woodroof, T. (2019). Losing Our Hope Seeking a Future. Retrieved from <http://www.kairoschurchplanting.org/cocstudy2019.html>

Executive Director

Job Type: Full-Time

Job Summary: The Executive Director is the Chief Executive Officer of Kairos Church Planting. The Executive Director (ED) is responsible for the organization's achievement of its mission. The ED sets the vision and direction of Kairos, leads the Kairos team, maintains strategic contact with Kairos supporters, and manages the operations of the organization.

Job Funding: \$70,000 per year for the first 2 years is secured for this position. Any funding above that for the first 2 years and the total amount after those 2 years is to be raised by the ED.

JOB RESPONSIBILITIES:

Operations:

- Own and monitor long-range strategy through annual review meetings and yearly calendar
- Recruit and develop a board of directors
- Promote and invite volunteer participation in regular Kairos events like Discovery Lab, Strategy Lab, and mentor/coaching opportunities
- Conduct or oversee any required records, meetings, and communication with federal, state, and local governments

Communications

- Establish regular communication with the board
- Contribute to publicity pieces (newsletters, blogs, videos, etc.)
- Network with established church leaders and organizations across America

Staff Development and Relations

- Oversee church planter recruiter, church planter coaching, apprenticeships, and lab leaders
- Recruit, hire, and release all Kairos paid staff and volunteers
- Maintain an effective Kairos team and a culture that attracts and motivates high quality staff and planters

Fundraising and Budget

- Work with staff, CFO, and board to prepare a yearly budget
- Secure funding for Kairos Central staff salary and their operations
- Secure funding to aid church planters

Church Planter Relations

- Participate in Discovery Labs, Strategy Labs, Craft Labs, and other major Kairos events
- Negotiate individual planter contracts and path to their becoming employees of their church plants
- Oversee coaching/mentoring. Provide coaching as needed

SKILLS/QUALIFICATIONS:

- Spiritual gifts of administration, apostleship, evangelism, leadership, and prophecy
- Spiritually mature Christian, having a good prayer life and close walk with God
- Believes and practices orthodox Christian faith
- Champion of church planters
- Experience in church planting networks and multiple church plants
- Ability to recruit and quickly assess potential leaders
- Excellent organizational, analytical, financial, and communication skills
- Proven track record of building with breadth and depth
- Proven ability to meet deadlines, develop and implement program policies and procedures, and manage changing and competing priorities
- Outstanding leadership and emotional intelligence
- A Business mind and a pastor's heart.
- Able to manage people with different personalities, skill sets, and backgrounds
- Strategic thinker; proven track record of casting and implementing vision (with various generations)
- Strong collaborator, coordinator, and an implementer
- Demonstrates tact, discretion, and ability to handle sensitive and confidential matters
- Experience in raising large amounts of money
- Established network both inside and outside Churches of Christ

Kairos Team

The Kairos team is a dedicated, creative, hope-filled group. We believe the best way to reach new people for Jesus in 21st century America is to plant new churches that fit the culture of each state, region, and town.

We are dreamers with big ideas and a solid trust that God can and will make them happen. We are drawn to working with leaders and helping them achieve their potential. We strive for expertise and excellence. Most of us are high Ds on the DiSC inventory. We're committed to the mission call of Christ and to seeing lost people find hope in Him.

As a team, we believe in the power of a God who hears our prayers. We enjoy being together on the rare occasions we're all the same place.



Bruce Bates
Director of Coaching

Bruce and his wife Janet live in Cumberland, RI. Bruce got his bachelor's degree and his DMin at Harding University. He moved to Cumberland, RI, to help out a struggling congregation and found himself as its sole minister and, when the church relaunched, an accidental church planter. He wishes

there had been a Kairos back then to help him through the roller coaster ride of planting a church.

When Bruce's church recently merged with The Feast Church nearby, he found himself with more time to dedicate to his work with Kairos. Bruce started his Kairos journey as a participant in our Manhattan summit in 2007. He served as a coach and outside assessment resource before signing on as our director of coaching.

You will find Bruce is thoughtful, engaging, and more likely than most to coin his own phrases. He is a great listener, not afraid of hard conversations, and is head over heels in love with Jesus. He's an avid hiker and the definition of a sports fanatic. He is never more alive than when talking with a lost person about Jesus.



Gena Granberg
Administration & Finance Director

Gena and Stan spent 10 years as missionaries in Kenya. On returning to the States, the dream was born to see a church planting movement in the US like the one they had helped start in Africa. Gena was a Nurse Practitioner until she gave that up to devote more time to Kairos.

Gena is a life-long learner. She seeks out training to help her improve her skills and widen the scope of what Kairos can offer. She is certified on Meyers-Briggs with the MBTI Training Institute and as a Life Plan Facilitator with the Patterson Center. She's constantly striving to gain knowledge and understanding and she's brilliant at taking dreams and turning them into actionable plans. She also makes sure Kairos's finances are accurate, our accounting is in compliance, and our planters are receiving the care they need.



Neil Reynolds
Pathways Director

Neil first came to Kairos as a church planting candidate. He passed through DL and was excited to begin his church planting journey alongside his wife, Katie, but door after door was closed to them. While serving as campus minister in Russellville, AR, Neil developed an apprentice training program that turned out high-quality

campus ministers, some of whom have started new campus ministries from scratch.

Neil now serves as senior minister at University Church of Christ in Tuscaloosa, AL. He also serves with Kairos as Pathways Director, imagining and executing how to raise up young church leaders and future church planters through campus ministries. The bulk of his Kairos time is spent in strategic planning and in connecting with young leaders at special events.

Neil brings with him a Spirit-led wisdom, an appreciation and desire for excellence, and a passion to reach lost people. He's a proponent of using systems to streamline a church's work. He loves to golf and enjoys a good pickup game of basketball, but his very favorite is his wife and two daughters.

Kairos Work Culture

The Kairos team is a highly intuitive, vision-oriented group. We are creators at heart, always looking for the next thing that might help planters and church leaders accomplish their visions. Our passion is to be guides, supporters and resources for the men and women we get to work with.

The current Kairos team members live in Rhode Island, Alabama, Arkansas, and Washington State. Each team member works out of his or her own home or office.

Staff meetings currently take place via Zoom on Thursday mornings. A portion of this meeting time is dedicated to prayer for each other and for the movement. The rest of our time together is spent on updates, brainstorming new ideas, and assigning tasks. As a whole, we are a motivated and responsible group, but we do cultivate a culture of accountability to help move projects forward.

Several times during the year, we are able to meet together in person. We have an annual strategy meeting (typically in January), Discovery Labs, Strategy Lab or Craft Lab, and the Bible lectures at Pepperdine. Most or all of the staff attends these events.

Besides our online meetings and in-person interactions, we check in with each other by phone, text, email, and Slack.



Patty Slack
Office Support & Communication

Patty came to Kairos after spending 7 years in West Africa on a church planting team. She saw the power of God at work in the lives of people who were found by Jesus in new church settings and wants to see the same happening for people across America.

Patty is a graduate of Harding. She is responsible for much of what happens behind the scenes with Kairos. She loves the creative aspects of writing, editing, and designing for the sake of the Kingdom. She also loves interacting with our church planters and photographing church plants and special events.

Patty lives in Vancouver, WA, with husband Edwin and their 3rd daughter. Edwin and Patty serve as a shepherding couple at Vancouver Church of Christ. Patty has written several novels and blogs about tea.



Scott Christensen
Recruiter

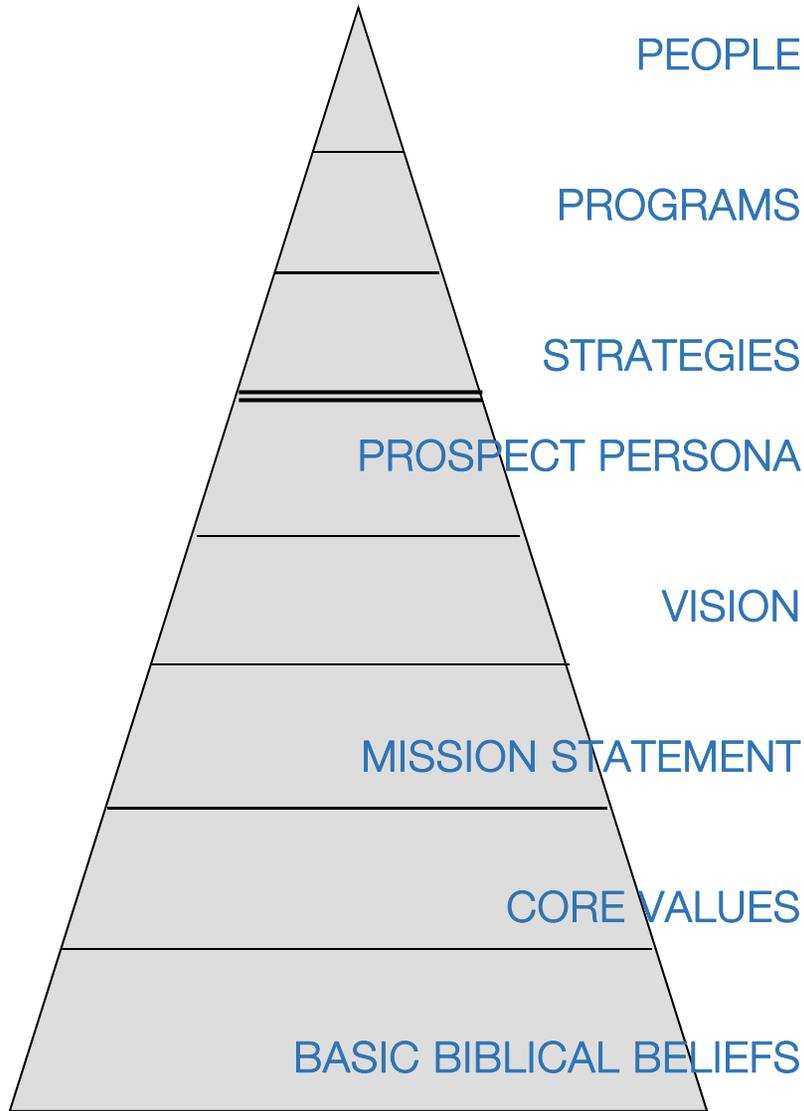
Scott was one of the early church planters with Kairos. He started Renovo in Puyallup, WA, a thriving and successful church plant.

Scott joined the Kairos team early in 2018 as our recruiter. When he's not working on recruiting for Kairos, Scott is a real estate agent in the Tacoma area. He's a graduate of Cascade College and is well-connected in Church of Christ and Christian Church circles up and down the west coast. He and his wife Holly are raising 3 daughters. Scott is also a passionate soccer fan, especially for his home team, the Seattle Sounders.

Whatever Scott does, he does with enthusiasm and gusto. His heart for people and for the Lord, paired with his high energy, makes him a valued member of the Kairos team.



Identity Pyramid



PEOPLE Church Planters, Emerging Leaders, Established Church Leaders

PROGRAMS
 Recruit – Discovery Lab
 Train – Strategy Lab, StratOp
 Coach – Regular coaching
 Network – Cohorts, regional support

STRATEGIES Fund – Partner churches and Heritage churches (Heritage 21)

PROSPECT PERSONA
 Preacher
 Planter
 Apprentice

VISION A nationwide movement of churches growing from the heart and fellowship of Churches of Christ

MISSION STATEMENT Kairos equips leaders to plant new churches in new places for new people

- LEADERS MATTER
- NETWORKS
- COURAGE
- HOPE

- GOD SEEKS
- GOD CREATES
- GOD TRANSFORMS
- GOD EMPOWERS

Church Planters

Church planters are a special breed. They have heard the call of God to do something very difficult. When we assess church planter candidates, we are looking for 10 Ridley Characteristics that indicate a person is capable and ready to take on the challenge of church planting. Ron and Lori Clark, who have been church planters in the Kairos network for longer than almost any other planters, provided this description of a planter couple.

JOB RESPONSIBILITIES

- **Spiritual Growth** = both must grow in knowledge of the Bible, their walk with Jesus, Sabbath, and be able to teach others by this example.
- **Fund Raising** = The couple will need to constantly raise funds for the following
 - Church plant family salary
 - Church plant and other church ministries
 - Will want to help and teach future leaders and ministers/interns to raise their own funds
- **Recruit and assess an initial team and future leaders**
 - Attend and be active in Kairos training labs, coaching, and developmental programs
 - Lead people to Jesus. The couple must both be a model of evangelism, shepherding, and spiritual leadership to the team, congregation, and community.
 - Help others learn to lead people to Jesus and in a deep relationship with God
- **Train and develop leaders to delegate responsibilities at the initial church, as well as future church plants**
 - Be a model of leadership, love, and compassion to each other and their family
 - Mentor interns, ministers, and future church planter interns
 - Train, develop, and appoint elders when possible
 - Delegate leadership of small groups, administration, and teaching to others in the congregation/team

SKILLS/QUALIFICATIONS

- Healthy marriage and family balance.
- Both as a couple must feel, sense, and have a call to discipleship and ministry confirmed by other godly leaders.
- Has a knowledge and understanding of the Biblical text.
- Reputation of being people of faith, prayer, and spirituality
- Proven track record (church or a small group) for:
 - Casting, implementing, and acting on a vision while leading others to the same
 - Experience in ministry
 - Delegating leadership to others
 - “Hands on” or “Practical ministry” and Leading others to a relationship with Jesus
 - Is a listener and takes advice from other leaders

**Note: We are only writing this for couples. While we understand that singles can be church planters, we have been asked to do one for couples.

Established Churches Are Essential

Since Kairos is a church planting organization, why do we emphasize the relationships between existing congregations and new ones within the fellowship of the Churches of Christ?

From the perspective of new churches, church planters need established churches to support them financially, spiritually, and relationally. Established churches are the stewards of all these types of resources. New churches also need the oversight, accountability, and wisdom found in established church leaders.

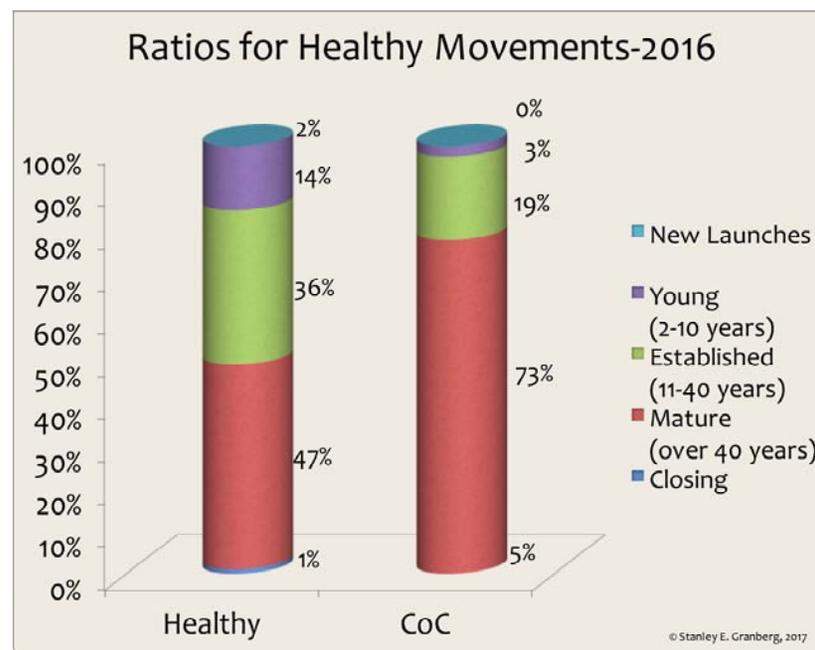
Established churches also need new churches. New churches are natural research and development entities. They are reaching new people using whatever means they can. New churches are often bridges to new people groups and nimble enough to quickly create new ways to engage them with the gospel. Established churches can learn from the experimentation of new churches and enjoy the natural vitality and energy that comes from new things.

Stan Granberg, the founding executive director of Kairos Church Planting, has published several articles about the health and decline of Churches of Christ² which highlight the importance of having churches of all ages in a healthy, growing fellowship. In his article in *The Great Commission Research Journal* (Fall 2018), he shared the following chart based on the work of David T. Olsen (*The American Church in Crisis*, 2008).

For a movement of churches to be healthy, it needs the stability and resources of older churches along with the vitality and reproductivity of younger churches. The majority of a healthy movement's congregations should be younger than 40 years old.

² Granberg, S. (2019) Wineskins.org. <http://wineskins.org/2019/07/17/three-bold-challenges-for-churches-of-christ/>

² Granberg, S. & Woodroof, T. (2019). Losing Our Hope Seeking a Future. Retrieved from <http://www.kairoschurchplanting.org/cocstudy2019.html>



When we compare the graph of a healthy movement to that of the Churches of Christ, the conclusion can only be that we are not healthy. 78% of our congregations are over the age of 40. While we are seeing many churches close (a rate of 5%), precious little of those funds of faith are dedicated towards helping new churches start. In fact, our rate of new church starts has been so low it does not even register on the chart.³

Kairos, along with the Heritage 21 Foundation and Hope Network, are working to correct this trend. We are providing the opportunity for those churches who are closing their doors to gift their resources forward to start new churches and revitalize a declining fellowship. Without the resources and blessing of these aging churches, the likelihood of our revival is discouraging.

³ Granberg, Stanley (2018). A Case Study of Growth and Decline: The Churches of Christ, 2006-2016. *Great Commission Research Journal*, Volume 10 (Fall), pp. 88-111.