

CLERGY RECRUITING

by Rex Morris and the Recruiting/Outreach Subcommittee of Kairostexas April, 2019

As is with layperson recruiting, clergy recruiting is a constant struggle for Kairos ROCK's (**R**ecruiting **O**utreach **C**oordinators of **K**airos). Recruiting volunteers, both lay and clergy, must be an ongoing practice.

The qualifications for Kairos Inside clergy may be found on pages 64-68 of the KPMI Silver Program Manual. On pages 69-70 of the manual is a Clergy Questionnaire, which may be filled out by clergy and sent to their local Advisory Council. Page 25 states that Kairos is an Ecumenical Interdenominational Christian ministry. The use of Bibles in Kairos Inside is discussed on page 27.

For Kairos Outside, the qualifications for Spiritual Director may be found on pages 82-83 in the Kairos Outside Program Manual, rose pink in color. You will find the Spiritual Director Questionnaire and the Spiritual Director Application on the [Kairos Outside Website](#).

For Kairos Torch, the requirements to serve as clergy can be found on page 74 of Kairos Torch Program Manual. All Clergy are required to submit the Torch Volunteer Screening and Clergy Volunteer Screening Forms. More information on the Torch Program may be found on the [Torch Website](#).

The first step in recruiting clergy is to walk up to your Clergy/Spiritual Advisor and say, "YOU are my new clergy recruiter!" Clergy know clergy! Your Spiritual Advisor knows other ministers in your immediate area. They should know when there are mission fairs, conferences, and other clergy events in your area and assist you in your clergy recruiting efforts. A ROCK and a Clergy/Spiritual Advisor make a powerful recruiting combination!

The ROCK Checklist Section 2.2 relates to communicating with 4th day communities. Every 4th day community has gatherings, reunions, and/or closings. ROCKs may find dates and times for these events by checking 4th day websites.

Websites for 4th day communities:

Kairos: <http://www.kairostexas.org/>

Credo Recovery: <http://www.credorecoveryministry.org/>

Tres Dias International: <http://www.tresdias.org/>

Walk to Emmaus: <http://emmaus.upperroom.org/>

Cursillo: <http://www.cursillo.org/>

Via de Christo: <http://www.viadecristo.org/>

In a video found on the [ROCK website](#), titled “[ROCK Checklist and Worksheet](#)” clergy recruiting found in section 2.3 of the ROCK Checklist is discussed. The video directly under the Checklist and Worksheet video is titled “[Structured Approach to Recruiting](#)”. This video explains how to use the “infoUSA” website as a tool for recruiting. This program allows you to filter churches by distance from you, denomination, size, etc.

You need to invite your prospective clergy and your own minister to a Kairos Closing. This is a positive way for clergy, new to Kairos, to experience the inside of a prison. This is a very spiritual and moving ceremony. Emotions soar skyward when listening to the testimonies of the graduate participants during “open mike” at the closing ceremony. “Closings” are a powerful recruiting tool! [A Closing Ceremony Testimonial video](#), may be found in the ROCK Garden on the ROCK Webpage.

Another place to look for clergy recruiting ideas is the [Outreach/Recruiting slides](#) from past ROCK workshops and those given at KPMI International Conferences. These workshops provide recruiting tips and suggestions for recruiting Kairos lay and clergy volunteers. For past KPMI Conference workshops, go to the [My Kairos website](#). Next, click on the Annual Conference tab. Here you will find archives for years 2016-2018. When you click on the individual year tab, it will bring up a list of workshops given at the conference that year. Scroll down to find the Outreach/Recruiting workshop and click for the slide presentation.

If you are interested in setting a table or booth at a mission fair, religious conference, or a Christian carnival, start by talking to the minister at your church. They receive mail and emails with invitations to these events. Team up with your minister and get your church more involved with Kairos.

Websites for denominations:

Methodist: <https://www.txcumc.org/>

Baptist: <https://texasbaptists.org/>

Lutheran: <https://www.livinglutheran.org/>

Catholic: <https://www.catholic.com/>

Episcopal: <https://www.episcopalchurch.org/>

Angelican: <http://anglicanchurch.net/>

Presbyterian: <http://www.pcusa.org/>

Pentacostal: <https://www.upci.org/home-main>

There is a strong need for minority clergy. Minorities make up a large percentage of incarcerated individuals. Therefore, you need to make a special effort to target minority churches for lay and clergy volunteers. You're not recruiting these clergy because they fit a demographic stereotype; you are recruiting them for the unique gifts our God has blessed them with. Point out to them how their gifts and talents can be utilized in this Kairos Ministry.

Invite the clergy at your church to join a Kairos team.

Prospective clergy may have worries about entering a prison. Some may be leery of the time requirements. Clergy will not leave "their flock" to just any Shepherd! This is taken from the "Recruiting Essay" written by Rev. Dr. David Mosser: "Like lay volunteers, some clergy we recruit will have some reservations. I, for example, lived in places in which leaving for a weekend was somewhat problematic. I invested in my local church pastoring to the extent that "just leaving the pulpit to just any warm body" was not an option. My local church was too important for that. Thus, when I stepped away for something like a Kairos Weekend, I certainly want someone capable to fill my pulpit. Kairos groups may be able to leverage this into recruitment.

Another issue for both clergy and lay volunteers is that going behind the bars of prison seems not only risky, but also scary. These attitudes need to be overcome. And while sitting in one's living room watching television is a great deal safer than leaving one's house, Kairos ministry is nonetheless reliably secure. Clergy, like many laypersons, also have an abiding concern with time and committing ourselves to time-consuming activity. The nature of the ministry and its ability to generate genuinely redeemed lives will answer this objection quickly. For my money, Kairos is about as fulfilling in terms of time as any ministry in which I participate."

Assure your prospective clergy that Kairos weekends are well staffed with guards and the program is separated from the general population.

As a last resort, you may bring up to your Advisory Council to change your weekend days from Thursday through Sunday to beginning on Wednesday and

closing on Saturday. Clergy may have fewer reservations about serving without the need to give up a Sunday.