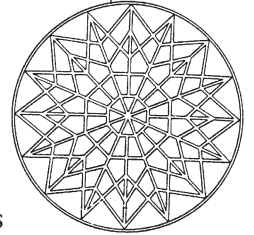


# Become a Kaleidoscope Facilitator or Associate

As the Kaleidoscope Institute receives and accepts applications from churches and organizations that want to become part of our Collective, the Institute will need to develop more competent facilitators and associates who can facilitate workshops

and retreats to meet their needs. Many of our facilitators and associates in the past have been our workshop participants who expressed interest exploring doing this work as part of their ministries. If you feel called to this ministry, here is the process:



## To become a Facilitator/Associate for the Kaleidoscope Institute:

1. **PREREQUISITE:** Complete the two basic courses of the Summer Institute:
  - a. Fundamental Skills for Building Inclusive Community.
  - b. Model and Processes for Community Transformation.
  - c. Or the equivalence which covers the 10 basic training Kaleidoscope Training Modules (see KI Training Modules descriptions).
2. To become a KI facilitator, you must
  - a. Demonstrate proficiency in Module I of the Kaleidoscope basic training.
  - b. Practice on an ongoing basis the skills of Module I in your ministry, such as a regular Kaleidoscope Bible Study group, running meetings using the skills, etc.
  - c. Then apply to become a KI facilitator.
2. Once you are accepted as a facilitator, you may be deployed by the Institute to assist KI associates in delivering our training and consulting. As a KI facilitator, you are expected to work toward becoming a full Associate of the Institute. You will need to:
  - a. Log at least 48 hours assisting in the delivery of Kaleidoscope Training Programs.
  - b. Demonstrate proficiency in delivering five more basic modules of the Kaleidoscope Institute's basic training (see KI Training Modules descriptions).
  - c. Four volunteer hours per month in support of the Kaleidoscope Institute.

### Once you're accepted as an Associate:

1. You will be deployed as lead-trainer (and paid) in delivering our training and consulting services.
2. 4 volunteer hours per month in support of the Kaleidoscope Institute.
3. Attend Associate meetings quarterly.

Name: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP: \_\_\_\_\_

E-mail: \_\_\_\_\_

Telephone: (day) \_\_\_\_\_ (evening) \_\_\_\_\_

I would like to apply to become  A FACILITATOR  AN ASSOCIATE

*Here is a list of my qualifying experiences (you may use an additional sheet of paper):*

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*My plan for 2008–09 in order to move toward becoming an Associate is (you may use an additional sheet of paper):*

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# Kaleidoscope Training Modules

*The knowledge you'll need to learn how to lead*

## MODULE I

- ✦ Respectful Communications Guidelines
- ✦ Mutual Invitation
- ✦ Kaleidoscope Bible Study
- ✦ Genealogy Problem—Play and debriefing

## MODULE II

- ✦ Who Am I?
- ✦ Cultural Make-up
- ✦ Iceberg Analogy of Culture
- ✦ Table Exercise

## MODULE III

- ✦ High/Low Context Communication Styles Presentation
- ✦ Facilitation of self-assessment, small-group sharing and large-group debriefing

## MODULE IV

- ✦ What Color Should the Church Be? — Roleplaying and Debriefing
- ✦ Power Distance Presentation

## MODULE V

- ✦ Pentecost—Debriefing of Bible Study
- ✦ Power Analysis
- ✦ Gospel Cycle of Living

## MODULE VI

- ✦ Bennett's Intercultural Sensitivity Stages
- ✦ Band-Aid – Play and debriefing
- ✦ Facilitate exercise and discussion on “privileges”

## MODULE VII

- ✦ Photolanguage
- ✦ Steps from Stereotype to Destructive “Isms”

## MODULE VIII

- ✦ Exclusive Boundary Function
- ✦ Inclusive Boundary Function
- ✦ How to Create a Grace Margin

## MODULE IX

- ✦ Exploring the History of Your Church (*timeline*)
- ✦ Is Your Church's Ministry Balanced? — Three-legged Stool
- ✦ Life Cycles of a Congregation and Church Sizes
- ✦ Linking this to the future of the church

## MODULE X

- ✦ Process for Planned Change
- ✦ Overview presentation
- ✦ Presentation and facilitation of each step