



EXPANDING THE 'HEART'

KAIROS INTERNATIONAL'S STRATEGIC GROWTH VISION

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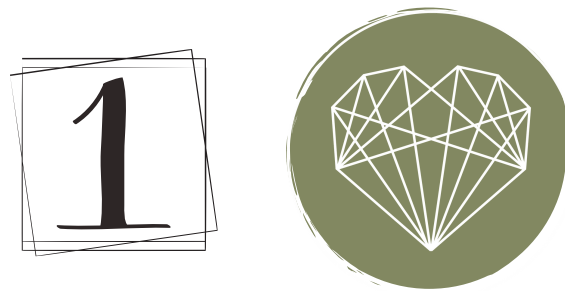
MISSION & VISION

The mission of Kairos is to invest in the soul, mind, and skills of young adults in developing nations.

Our vision is to create a world where all young adults, regardless of their circumstances, are shown the love of Jesus and given the tools to realize their God-given potential.

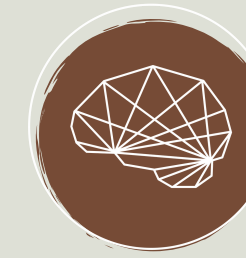
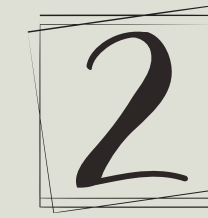


OUR MODEL



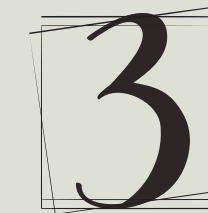
SOUL (MENTORSHIP)

The soul component is the heart of our program. Youth are required to attend both group and individual mentorship sessions. Each young adult is matched with a mentor that guides them through the program, meeting with them each week to be a sounding board, an advisor, and invest in their mental health.



MIND (BUSINESS EDUCATION)

The mind component of our program is evident in our business education courses. Each course is taught with heavy use of practical examples, allowing students to put what they have learned in the classroom into immediate practice in their lives.



SKILLS (VOCATIONAL TRAINING)

Each youth is guided in the vocation of their choice and given training in their chosen trade. Pairing the practical with the business mind allows youth to be more successful in their next endeavors.





Faith

“During my time at Kairos, the mentorship sessions played a helpful role in my life. For a big part of my life, I struggled with bitterness and hate. Through mentorship, I was taught how to deal with forgiveness and how to let go of bitterness and grudges. I was able to process my whole life journey with my mentor. I have seen noticeable changes in my daily life, as well as just overall feeling lighter and more free.”



Cyrus

“Through the program, I learned a lot through mentorship. My mentor guided me in managing my time better and making good decisions. I also learned how to set clear goals and priorities which was essential for my development.”



Ibrahim

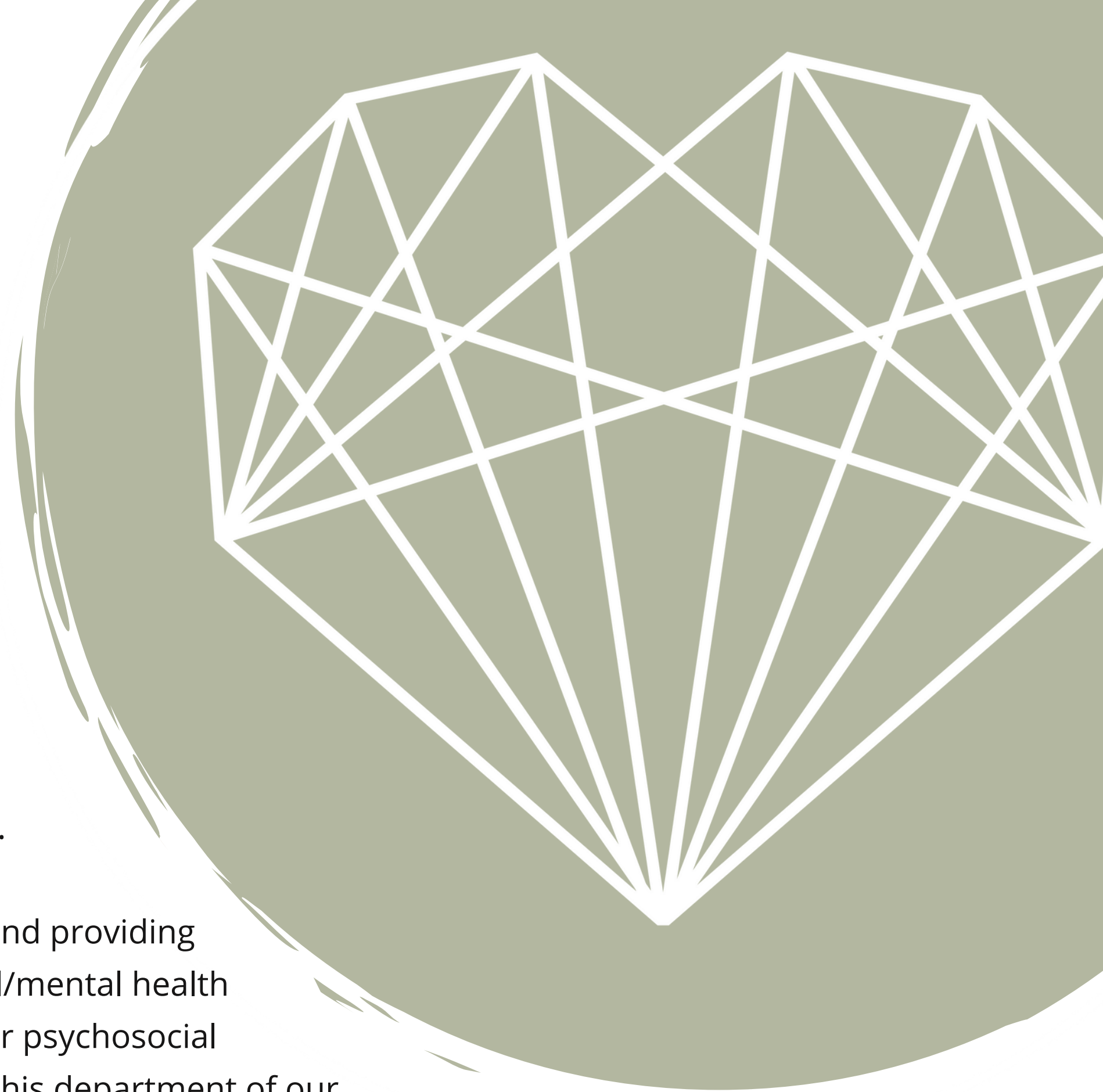
“During the program, I learned so much from the mentorship sessions. Through sharing my real-life experiences with my mentor, I gained the courage to work hard to achieve my goal of becoming a professional barista. I also learned how to be honest with myself. I remember my mentor told me that, “You can lie to people, but you can’t lie to yourself”. I was able to reflect on this point and correct myself to start living an honest and truthful lifestyle.”

EXPANDING THE 'HEART'

Each of these stories highlights the dramatic impact that our youth experience after having undergone the unique model of psychosocial support that we offer via our mentorship sessions.

Over the last three and a half years of operation and working to change how development is structured in investing in young adults, we have shown how the lack of integration of psychosocial support is one of the missing links in the development sphere. To date, nearly **80%** of the young adults who completed our program have shared that the mentorship sessions were their favorite component.

From our inception, Kairos's mission has always been centered around providing holistic support by connecting young adults' practical and emotional/mental health needs. After much refinement, growth, and years of success with our psychosocial support model, we are uniquely positioned in this space to expand this department of our organization and begin providing a mode of mental health support that broadens the young adult and community impact at large.



OUR GOAL IS TO PROVIDE
**ACCESSIBLE MENTAL
HEALTH SUPPORT** THROUGH
A SUSTAINABLY SCALABLE
MODEL.



GROUP INTERPERSONAL PSYCHOSOCIAL SUPPORT

Building Individual and
Communal Resilience



- ▶ Kairos International's model of psychosocial support incorporates an asset-based, positive health approach while using a hybrid of group interpersonal therapy (IPT-G), a World Health Organization recommended intervention for depression but can be adjusted for other mental health needs.
- ▶ This manualized model places great emphasis on the need to create strong, supportive, and safe community support structures that empower individuals to be owners of their story, drivers of their healing, and also recognizes the power of communal assistance in tackling ever increasing mental health challenges.
- ▶ Over the course of 8-12 sessions, groups are led through discussions that help them recognize their value, worth, and capabilities. Instead of using a deficit-based approach that focuses on weaknesses, vulnerabilities, and the overall 'problem,' we use an asset-based approach that highlights an individual's and community's strengths that can be leveraged to support them on their journey of healing and growing in resilience.



**EVERYONE DESERVES SOMEONE WHO
BELIEVES IN THEM**



PHASES OF THERAPY



INITIAL PHASE

The primary focus of this phase is to build trust within the group so that there is a level of comfort and freedom when sharing together.



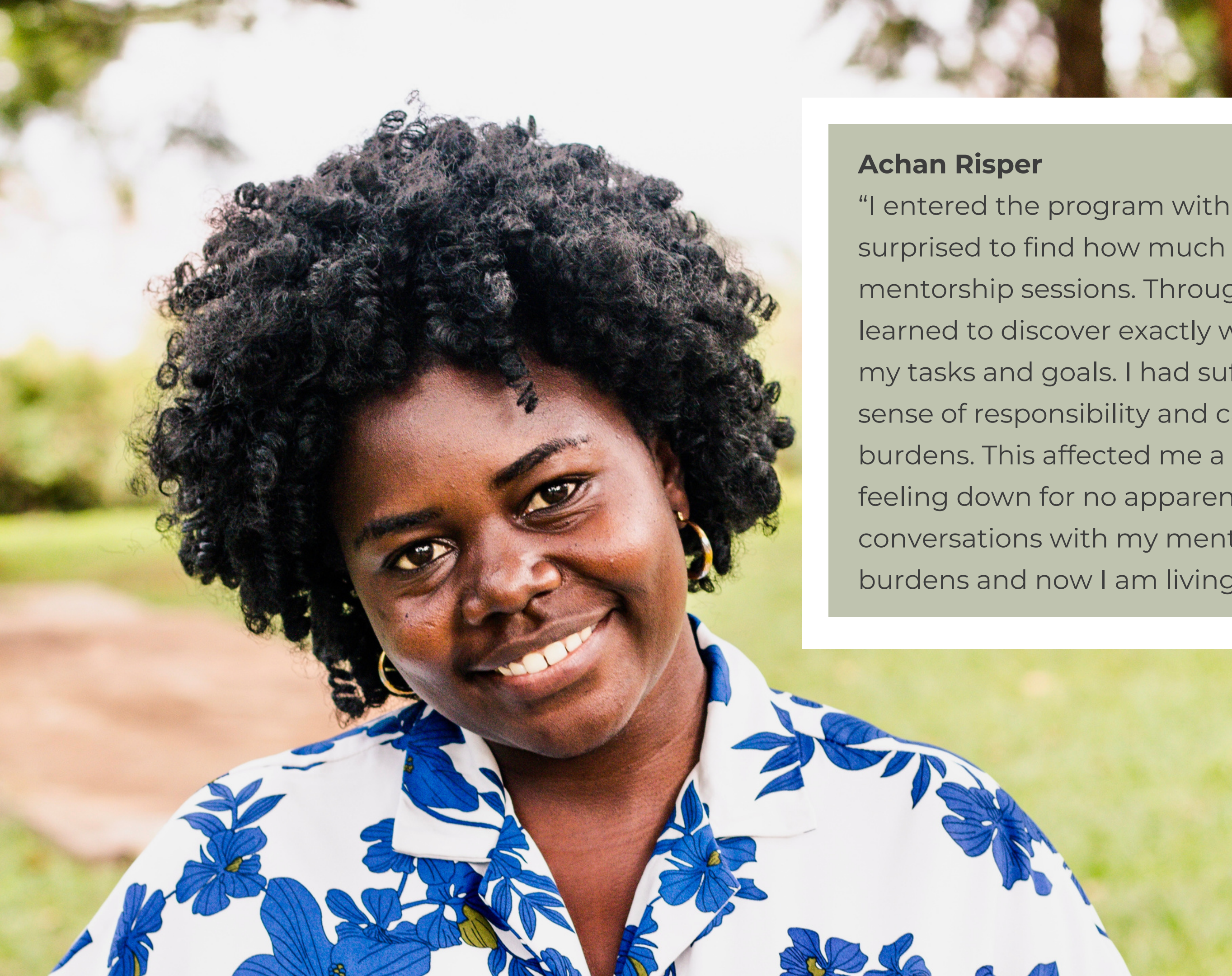
PRACTICAL PHASE

This phase ensures all members grow in resilience while engaging in collective problem-solving. Group members will be able to understand the benefits of good mental health practices, advocate for its destigmatization, and be given resources to utilize for the betterment of themselves and their communities.



APPLICATION PHASE

In this stage, group members understand the importance of caring for their mental health, have improved their overall sense of resilience, and have the practical tools and knowledge necessary to continue healing outside the group setting. As sessions conclude, individual plans will be identified for each member.



Achan Risper

“I entered the program with many expectations, but I was surprised to find how much I enjoyed each of the mentorship sessions. Through this time with my mentor, I learned to discover exactly who I was and how to prioritize my tasks and goals. I had suffered so much due to a false sense of responsibility and carrying other people’s burdens. This affected me a lot as I would often find myself feeling down for no apparent reason. Constant conversations with my mentor helped me to release my burdens and now I am living happily and more free.”

SUSTAINABILITY & SCALING



The Kairos group model is facilitated by experienced Kairos mentors who then train community workers and empower them to carry on the model post-application phase by continuing to meet or starting an entirely new group. Community workers who desire to implement this model will be provided with thorough training and oversight from a Kairos mentor to ensure a high level of quality is maintained.

Kairos International possesses the necessary infrastructure, personnel, and knowledge to assist partners in providing mental health support on a large scale. There are no extra expenses associated with hiring new staff or creating manuals.

Due to the possibilities of integrating this model in numerous formats, we are uniquely positioned to scale rapidly.

From NGOs and governmental institutions to educational facilities and the like, we have created a process that is meant to be easily integrated and implemented across many sectors - broadening the impact and scalability potential.

Our focus on resilience empowers young adults and communities to have a strong sense of ownership in their healing journey. From that deepening resilience comes a level of confidence and determination that benefits other core development areas in their lives - enhanced communication skills, critical thinking, etc.

Our approach aims to limit any barriers that would hinder any young adult from being equipped to best care for their mental health needs.



Mentorship Growth Model

Timeline

Curriculum

Completion of Kairos Group Mentorship Curriculum

February 2024

Hiring

Hiring qualified social workers and onboarding with Kairos culture expectations

March 2024

Training

Complete extensive and diverse training for new staff members to understand the scope of the model and expectations.

June 2024

Execution

Each mentor will hold 3 group sessions a week (15 people per group) for the 12 week program.

July 2024

Evaluation

Intentional reflection time for modifications (reevaluation of scalability, practicality, and delivery) before next cycle

October 2024



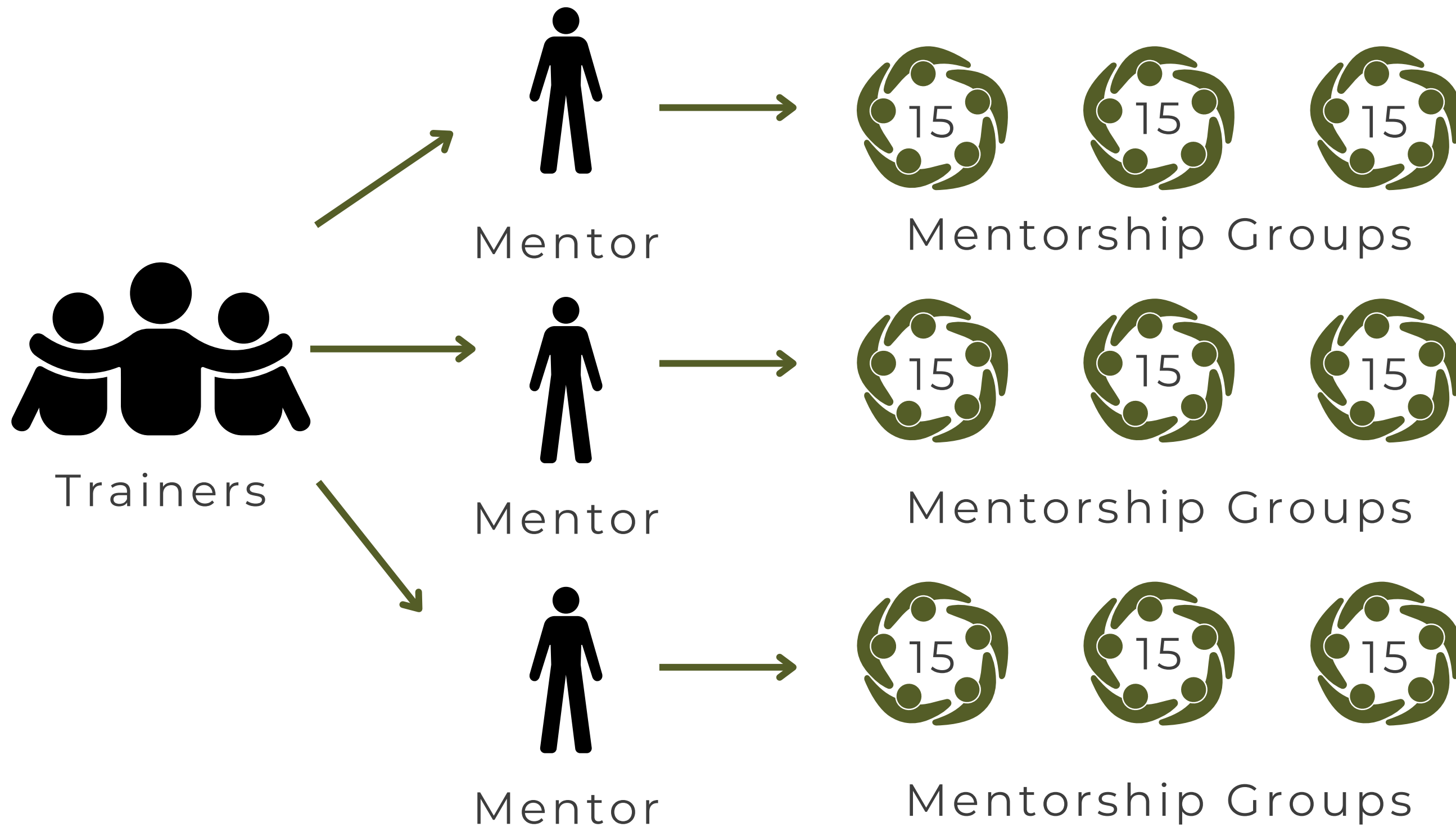


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Laila

“The deep and dynamic conversations I had with my mentor positively impacted my life. Being from a large family, I grew up with my caretakers devoting very little time to speaking to us. My mentor helped me to realize my strengths and my weaknesses. I was very hard on myself for missed opportunities and decisions, but all this mindset changed when my mentor supported me to reinforce what I already knew - **I was a worthy and capable individual.**”

Practical Implementation: 12 week cycle



**Every
12-week
cycle:**

Three groups will be assigned to each mentor, with 15 members per group = 45 people assigned to a mentor every cycle.

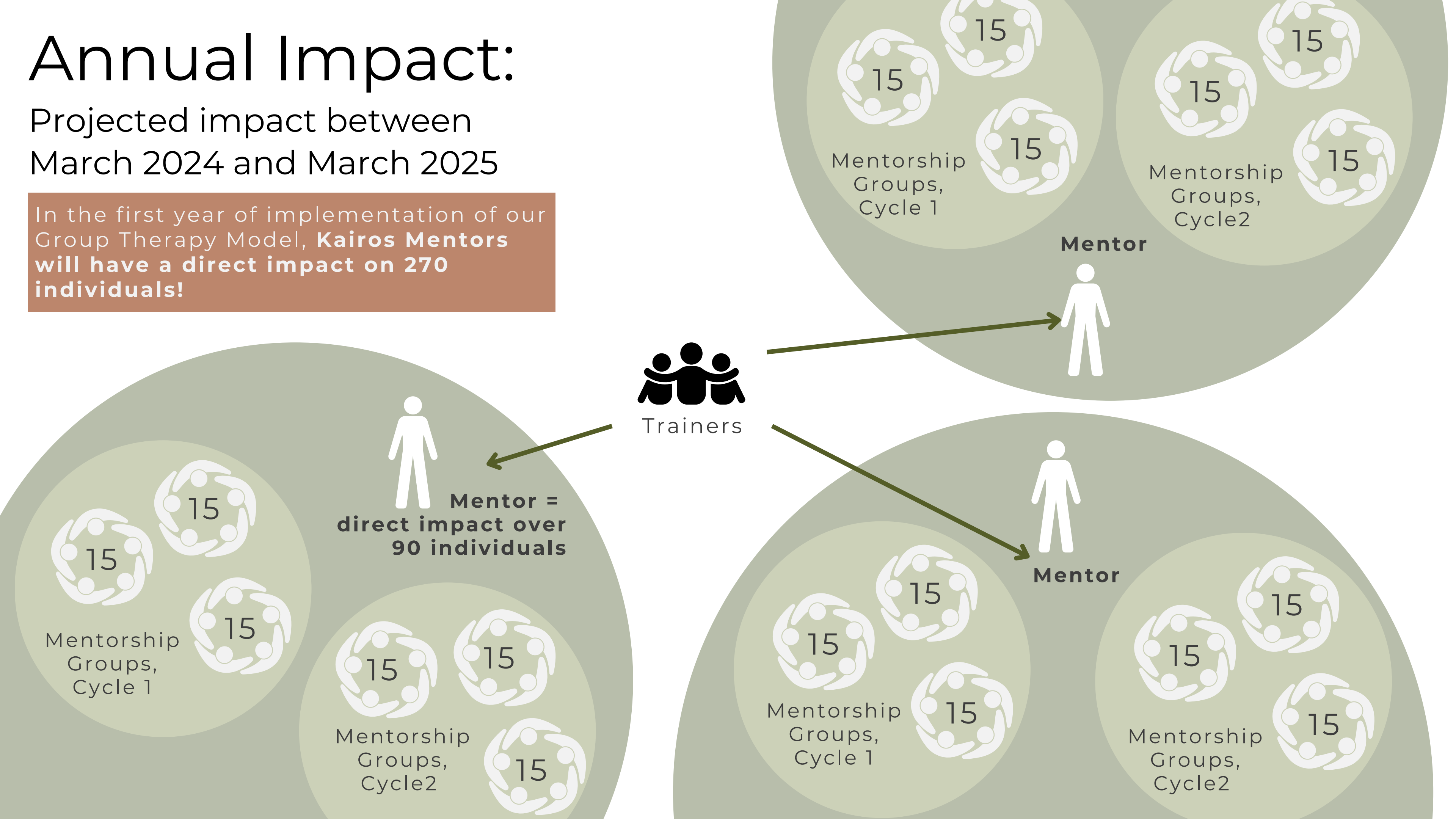
With three mentors during the initial implementation, the first cycle yields 135 individuals who have undergone Kairos' group mentorship program in only 3 months!



Annual Impact:

Projected impact between
March 2024 and March 2025

In the first year of implementation of our Group Therapy Model, **Kairos Mentors** will have a **direct impact on 270 individuals!**



Mentor =
direct impact over
90 individuals

Mentorship
Groups,
Cycle 1

Mentorship
Groups,
Cycle 2

Trainers

Mentorship
Groups,
Cycle 1

Mentorship
Groups,
Cycle 2

Mentor

Mentorship
Groups,
Cycle 1

Mentorship
Groups,
Cycle 2

Mentor