

## 2025 CULTIVATE: KEY DETAILS

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Updated: August 2025

**Location:** Online

**Contact:** [cultivate@intervarsity.org](mailto:cultivate@intervarsity.org)

**Event Date:** November 11-13, 2025

[Attendance](#) | [Schedule](#) | [Courses](#) | [Register](#) | [FAQ](#)

Cultivate is a joyful learning community for Area Directors to encounter God and develop leadership skills for the role. In this space ADs will hear from national leaders and engage in learning and spiritual development, while taking space to connect and be refreshed.

### ATTENDANCE DETAILS

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| <b>INVITED ATTENDEES</b> | Area Directors, including Associate ADs <i>(required)</i><br>Specific Regional Coordinators <i>(optional)</i><br>Link SCs <i>(optional)</i><br>One (1) regional representative: RD or appointed ARD <i>(optional)</i><br>CMVPs <i>(optional)</i> |
| <b>COST</b>              | \$100 for all participants                                                                                                                                                                                                                       |
| <b>COURSES</b>           | Attendees will select one <a href="#">Spiritual Formation Course</a> OR one <a href="#">Campus Strategy course</a> .<br><i>Capacities are limited and courses will close once capacity is reached.</i>                                           |
| <b>CANCELLATION</b>      | A \$50 non-refundable deposit will be processed for cancellations occurring after November 10, 2025.                                                                                                                                             |

See the [2025 Training Events Overview](#) document for full attendance and childcare details.

For more information about the changes to Cultivate, see the [Reshaping Cultivate](#) document.

**REGISTRATION DEADLINE:** October 10, 2025

*We are still requesting an early registration date for an online course to ensure adequate time to complete pre-work.*

## 2025 ONLINE SCHEDULE

| TIME (CST)     | TUE 11/11 | WED 11/12 | THU 11/13 |
|----------------|-----------|-----------|-----------|
| 12:00pm-1:30pm | Plenary   | Session 2 | Session 4 |
| 1:30pm-2:00pm  | Break     | Break     | Break     |
| 2:00pm-3:30pm  | Session 1 | Session 3 | Session 5 |

## COURSE OFFERINGS

| SPIRITUAL FORMATION COURSE                                                                                                                                     | DESCRIPTION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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| <b>Being Formed by Scripture: Inductive Study of Habakkuk</b><br><br>Kevin Boyd, <i>Associate Nat'l Dir, Scripture Engagement</i>                              | <p>What does it look like to wait on God during tumultuous times? How does one trust God and resist despair when injustice is all around? As world empires rose and fell, the prophet Habakkuk sought God and lamented the corruption and exploitation that pressed God's people from within and without.</p> <p>Join us to study the book of Habakkuk. Whether you are an old pro at inductive Bible study or a beginner who is still growing in how to study deeply with formation in mind, this will be a space for you. Let's meet God in Scripture together.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Hard Conversations</b><br><br>Neil Livingstone, <i>Associate Dir. of Talent Management (HR)</i><br><br>Sue Mills, <i>Director of Talent Management (HR)</i> | <p>This course will help you strengthen both spiritual and professional muscles needed to have hard conversations such as giving constructive feedback, hard performance reviews, and Performance Improvement Plans (PIPs). We'll help you</p> <ul style="list-style-type: none"> <li>• Learn to sit before the Lord to engage in discernment and manage your anxiety before a hard conversation</li> <li>• Consider how to serve your staff by appropriately holding both your supervisory and pastoral roles</li> <li>• Embody both love and courage in practical skills that bring clarity, care, and safety to hard conversations</li> <li>• Know how and when to partner with your supervisor and HR – you don't have to do these conversations alone</li> </ul> <p>Our teaching team brings together years of experience in both the AD role and helping ADs and other leaders in these situations. We've learned through both failure and success and we're eager to help you grow in this vital aspect of leadership.</p> |
| <b>Where Have I Been and Where Am I Going?: A Preached Retreat for Staff Directors</b>                                                                         | <p>"Jesus, knowing that the Father had given all things into his hands and that he had come from God and was going to God..."</p> <p style="text-align: right;">John 13:3 NRSVue</p> <p>The most effective leaders regularly reflect on their lives – recognizing milestones, analyzing stumbling blocks, and understanding patterns. We look back. But we also need to be aware of where we are headed, where we want</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

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| Carolyn Carney, <i>National Dir. of Spiritual Formation</i> | <p>to get to. When we bring both of those together in a prayerful way, under the guidance of the Holy Spirit, and in the company of Jesus and soul friends, we gain clarity about how we are meant to live today.</p> <p>On this retreat, we will have five 90-minute sessions, some with brief meditation from the leader, followed by guided personal reflection, and others, in small breakouts meant to deepen the learning, plus time to glean insight from the whole group. If you have trouble scheduling and keeping your retreat days, here is one created and set aside for you.</p> |
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| CAMPUS STRATEGY COURSE                                                                                                                                                         | DESCRIPTION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
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| <p><b>Growing Your Area with the Campus Continuum</b></p> <p>Jon Hietbrink, <i>Vice President, Field Ministries: Team Leader</i></p> <p><i>Co-trainers to be announced</i></p> | <p>The Campus Continuum is a tool specifically designed to help you as an Area Director participate in God's work in your area! This course will train you in how to use the Continuum to stage your campuses, coach your staff, and leverage strategic insights to accelerate the movement of God toward every corner of every campus. ADs will leave knowing how to create campus strategy and coach their staff via the Campus Continuum.</p>                                                                                                                                                                                                                |
| <p><b>Coaching for Fruitful Mission</b></p> <p>Dave Paladino, <i>Associate Dr, Faculty Ministry</i></p> <p><i>Co-trainers to be announced</i></p>                              | <p>We talk a lot about coaching in InterVarsity, but what is it, exactly, and how does it fit into the AD role holistically? Rather than focusing on one framework, this class will take a general approach in considering the role of coaching as we look at:</p> <ul style="list-style-type: none"> <li>• Coaching in Scripture</li> <li>• Differentiating "coaching" from other Staff Directing roles</li> <li>• Key skills for truly good coaching</li> <li>• Discernment in coaching</li> <li>• Making a coaching plan for your staff</li> </ul> <p>We hope you'll see coaching as spiritual leadership as you develop your staff in fruitful mission.</p> |
| <p><b>GFM Change Management</b> (<i>GFM only</i>)</p> <p>Anne Hong, <i>Nat'l Dir, Mobilization</i></p> <p>Jen Hollingsworth, <i>Exec Director, Ministry Services</i></p>       | <p>Course description to be announced</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

## Frequently Asked Questions

### What changes are happening at Cultivate this year?

Review [Reshaping Cultivate](#), to learn more about the changes in duration, audience, and content of Cultivate starting in 2024.

### What do you mean by “Regional Representative”?

We acknowledge it’s important for regional leadership to be aware of training delivered to Area Directors. As such, we’d like to provide space for one member of each region’s leadership. Invitations for this regional representative will be sent to Regional Directors. However, ARDs may attend in their stead.

### When does registration close?

Registration closes on Friday, October 10, 2025. We are still requesting an early registration date for an online course to ensure adequate time to complete pre-work.

### What is the process for excusing required attendees?

Area Directors should confirm with their Regional Director if they are able to be excused. Upon approval, Regional Directors should email [cultivate@intervarsity.org](mailto:cultivate@intervarsity.org).

### I’m on the invitee list but can’t attend. Can I give my space to another staff member?

In short, it depends. If you are a “regional representative”, yes, because another staff serving in a regional leadership role may attend in your stead. For all other invitees, your space on the invitee list isn’t transferable.

### I’m an Area Director and I’m in a LeadX staff with Urbana 25. The training overlaps with Cultivate, what should I do?

In partnership with the Urbana team, we have jointly decided that ADs in LeadX should prioritize Cultivate. You will be informed by Urbana on alternate opportunities for you to get caught up on LeadX training.