

*Thriving* In Unity presents...



**Rev. Dr. Gary Simmons**

**Assistant VP Integral Operations**

# **Thriving Ministry Model™**

Strategies for Creating Thriving, Coherent and  
Integral Ministries

[www.unity.org/success](http://www.unity.org/success)

© 2008 Association of Unity Churches International

[www.thrivinginunity.org](http://www.thrivinginunity.org)

# *Thriving* Ministry Model™



Which would you prefer?

**2 X PEOPLE**

**2 X MONEY**

# *Thriving* Ministry Model™



not enough

*Thriving*

*I AM*

*I Do*

*I Have*



# *Thriving* Ministry Model™



## *The First* I

What I *have or don't have* informs who I am, and therefore, what I do.

I am what I have

# *Thriving* Ministry Model™



## *The Second*

What I *do or not do* with what I have informs who I am.

**I am what I do**

# *Thriving* Ministry Model™



## *The Third I*

Who I am informs what I do with what I have.

**I am who I have  
come here to be**

# *Thriving* Ministry Model™



Who have **YOU** come  
here to be?



*Thriving* Ministry Model™

■ ■ ■ *Principles*

As above, so below.

As within, so without.

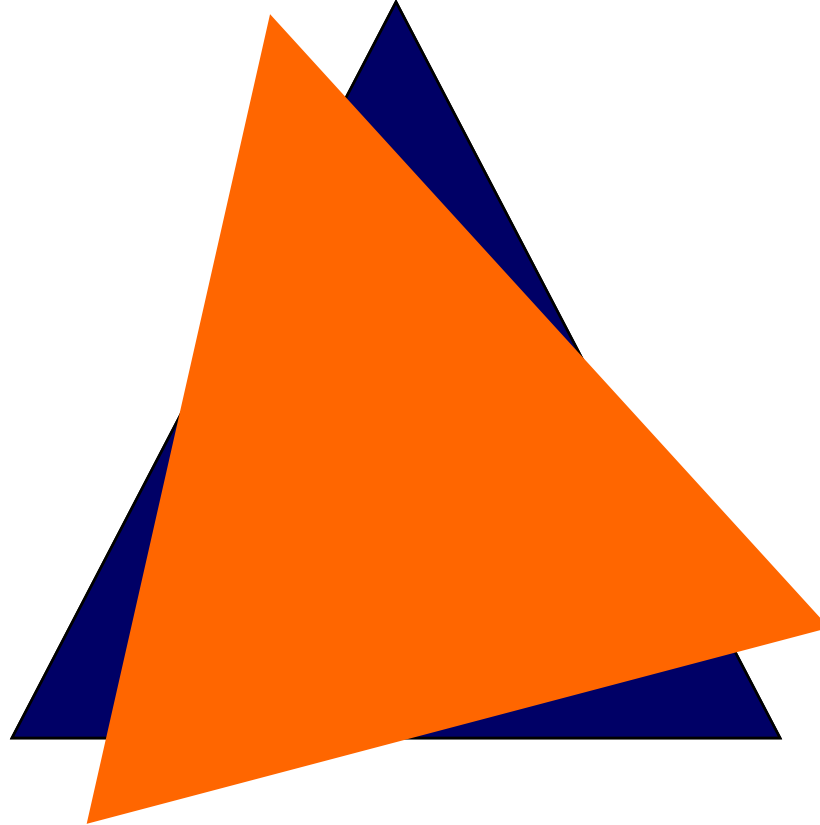
# *Thriving* Ministry Model™

congruence



# *Thriving* Ministry Model™

congruence



~~Diss~~sonance

~~In~~coherence

~~Int~~egrity

# *Thriving* Ministry Model™

coherence



# Thriving Ministry Model™

it  
that  
to  
an example  
of  
which  
must  
leadership  
at least  
congregation



# *Thriving* Ministry Model™



## *Integral Coherence*

that

the

to

wishes

example

Leadership must first be the  
example of that which it wishes  
the congregation to express.

must

which

first

leadership

congregation

be

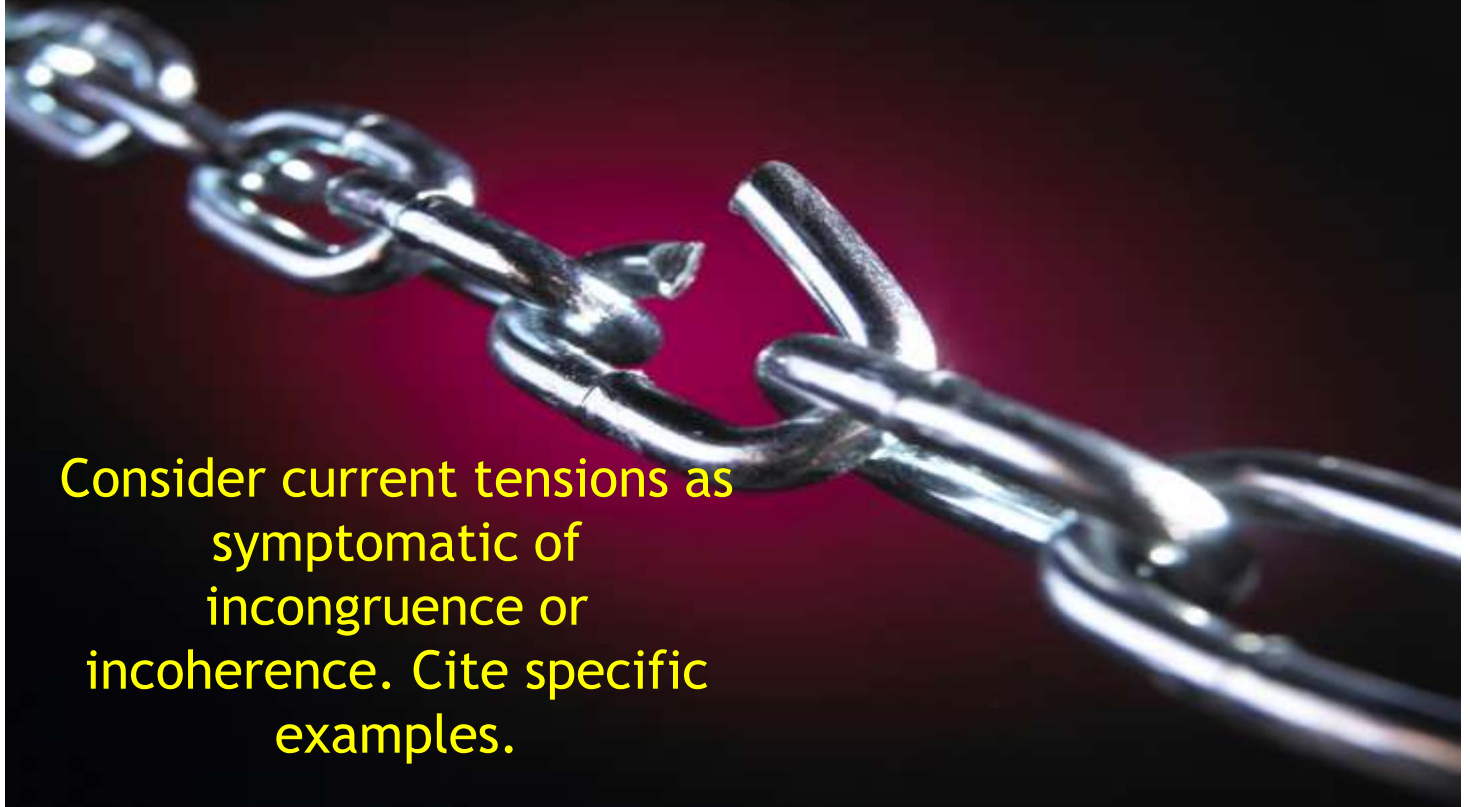
# *Thriving* Ministry Model™



**competing purposes**

# *Thriving* Ministry Model™

## *Aware-apy Exercise*



Consider current tensions as symptomatic of incongruence or incoherence. Cite specific examples.



# *Thriving* Ministry Model™

Leadership



# *Thriving* Ministry Model™



## Integral Leadership

Modeling a way of relating to the challenges and opportunities of ministry that inspire others to take up meaningful roles in the life of the church.

*Thriving* Ministry Model™  
Strategies



# GROW OWNERSHIP

Develop Leaders

Transform lives

Make a difference in the community

Use Integral Practice (Holacracy)

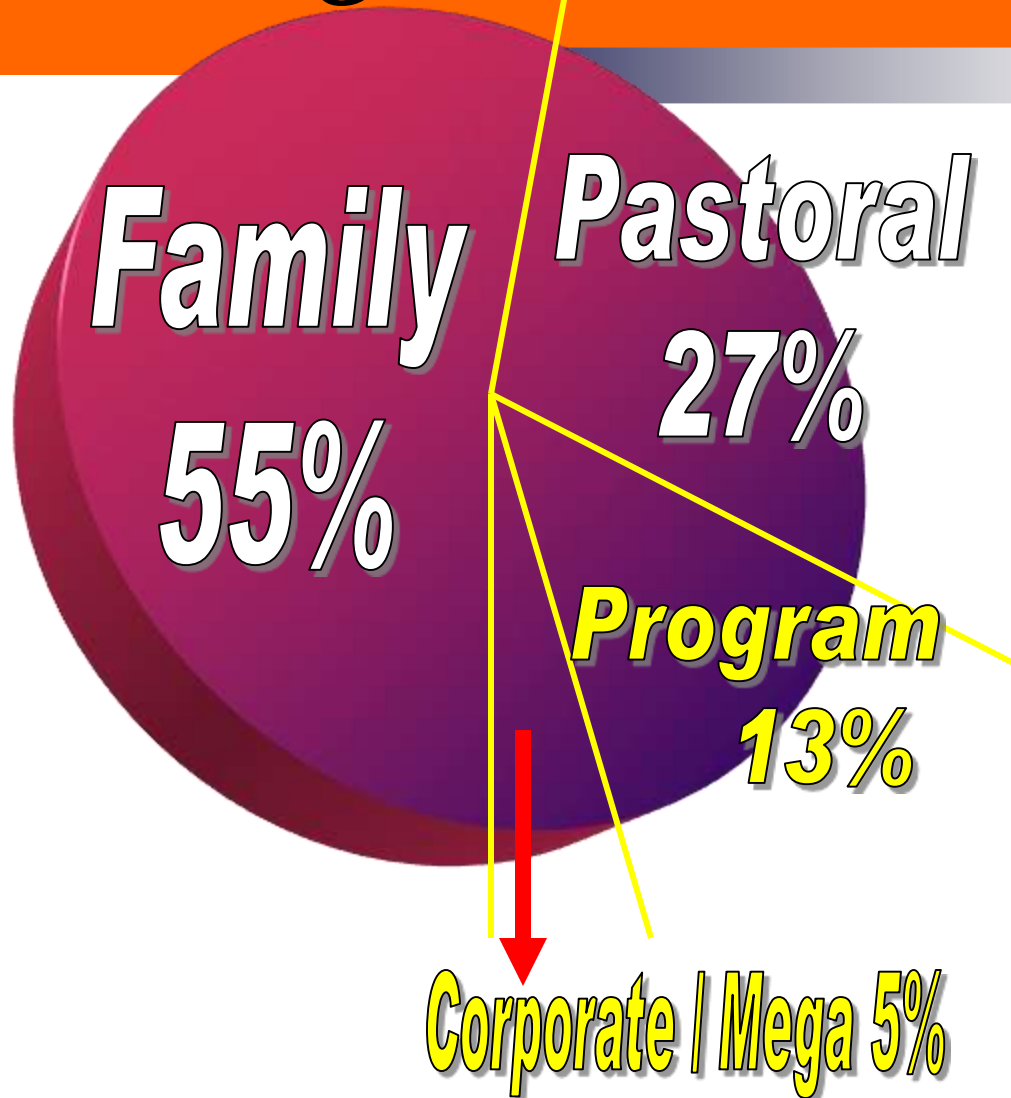
# *Thriving* Ministry Model™



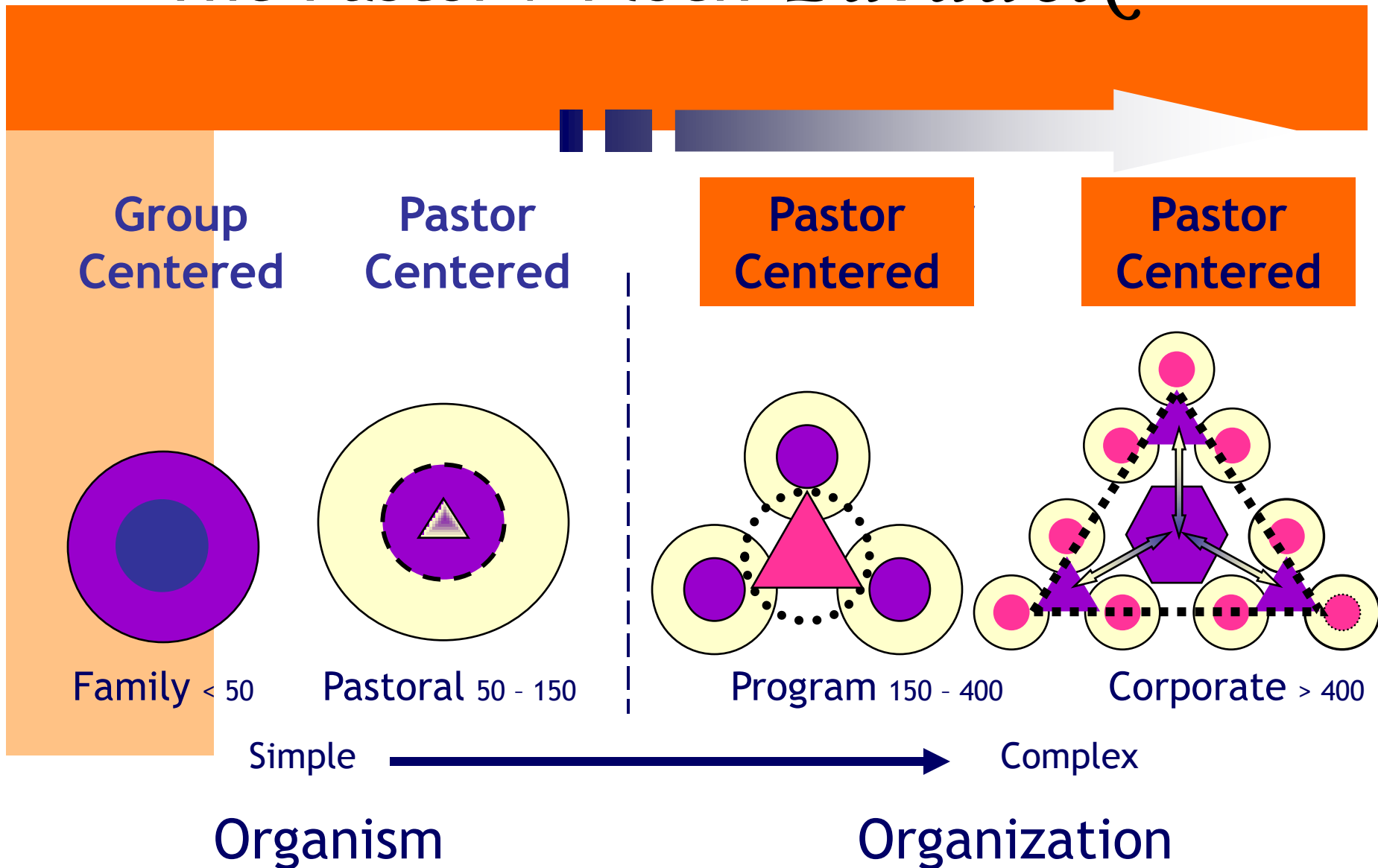
## Holacracy

A whole-system practice that brings energy, consciousness and innovation to all aspects of leadership, governance, and decision making.

# *Thriving* Ministry Model™



# The Pastor / Flock *Paradox*



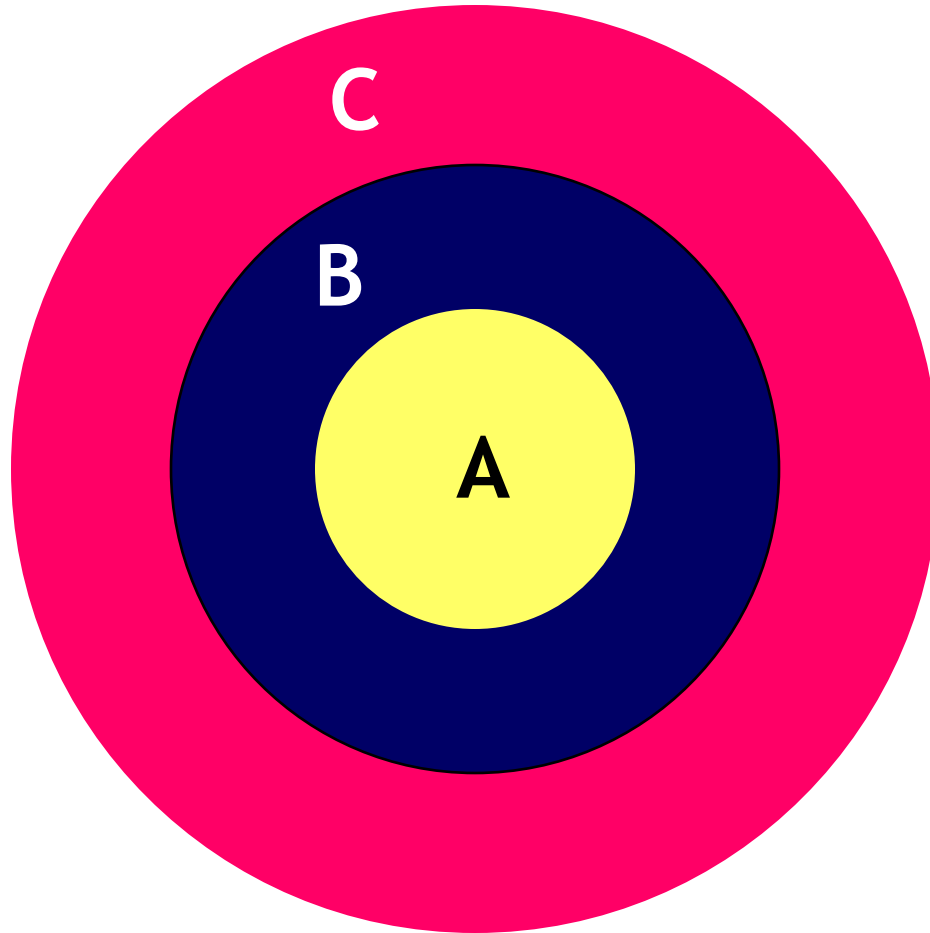
# The Pastor / Flock *Paradox*



Does your ministry  
suffer from PCMS?

Pastor-centered  
Ministry  
Syndrome

# *Three* Congregations





# *Thriving* Ministry Model™

*Congregation B*

*Congregation A*

Minister /  
Board / Core

20% that provides  
80% of the  
resources needed



# Three Congregations

*Congregation C*

90%  
turnover  
in one  
year.



# Three Congregations

EXAMPLE: 100 Congregants with annual income of \$100K...

Congregation B provides \$80K or \$4,000.00 / person

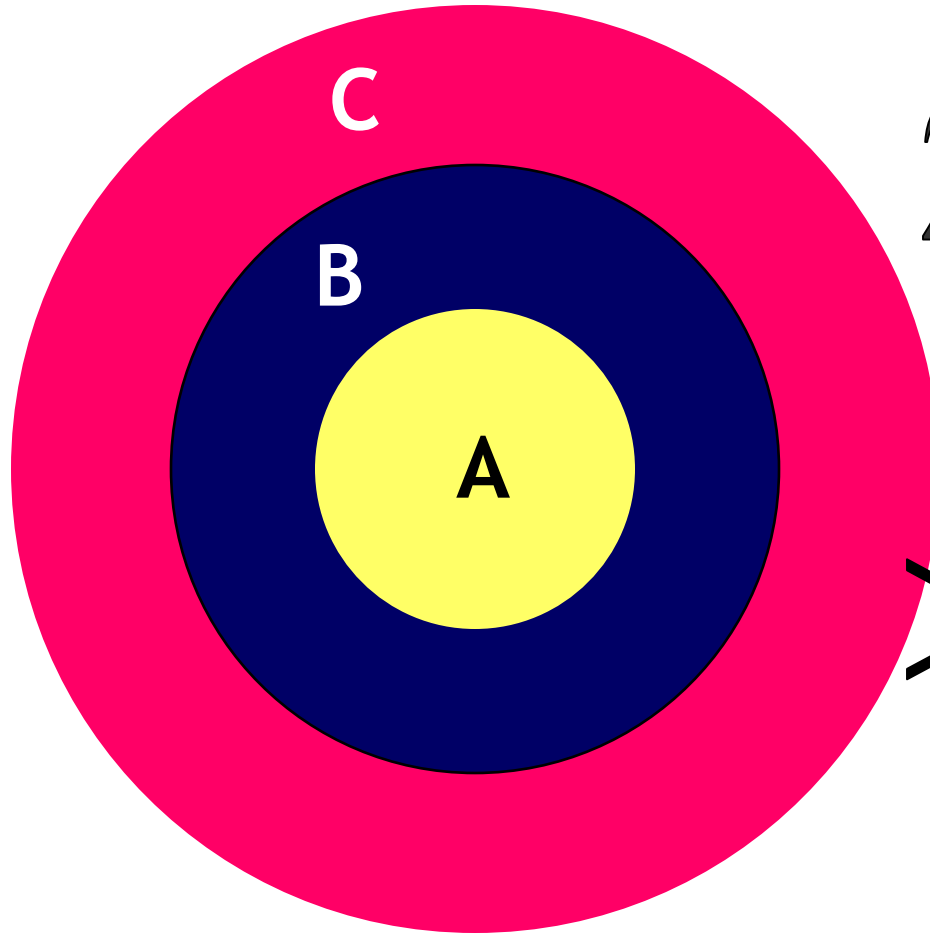
Congregation C provides \$20K or \$2,000.00 / person

person

Congregation A The Culture of Stewardship



# *Three* Congregations



20% / 80%

> 50%



**M**  
**i**  
**n**  
**i**  
**s**  
**t**  
**e**  
**r**

**S**  
**t**  
**a**  
**f**  
**f**

**B**  
**o**  
**a**  
**r**  
**d**

**M**  
**e**  
**m**  
**b**  
**e**  
**r**  
**s**  
**h**  
**i**  
**p**

Who have we come here to be?

Why do we exist?

What do we want to create together?

How are we going to get there?

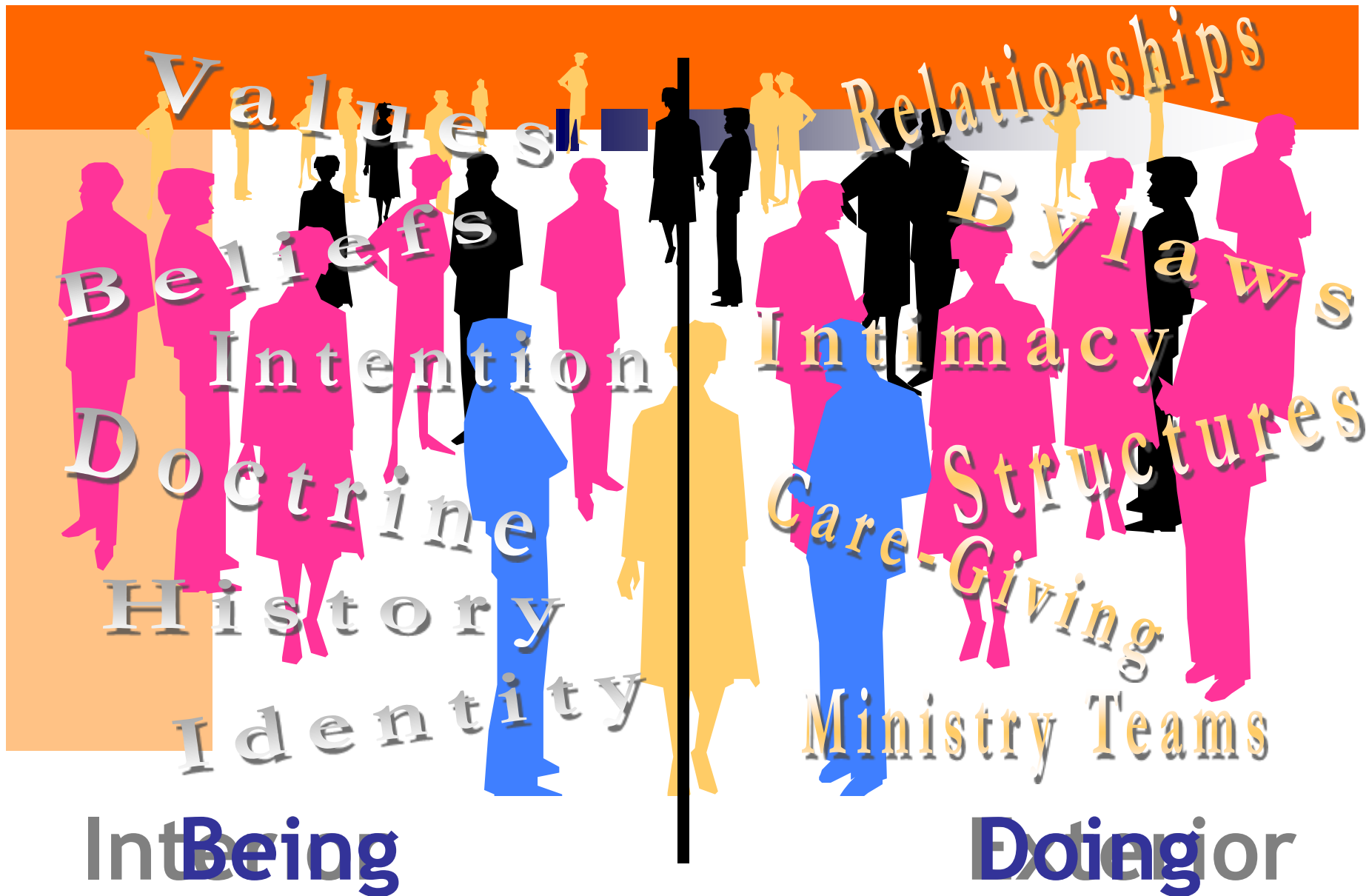
# *Thriving* Ministry Model™



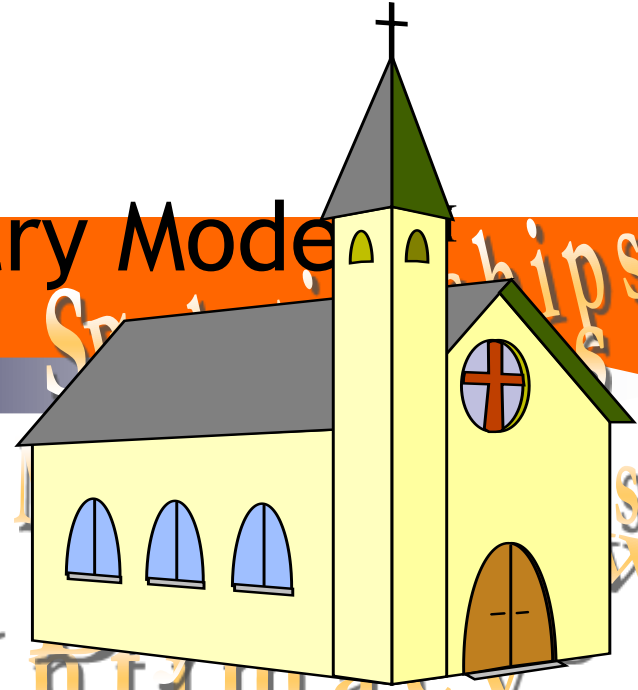
## The Integral Approach

- A holistic framework for understanding and working with growth and development issues
- Does not reduce the whole of ministry to any one of its parts
- Provides insight and clarity into cultural and systemic evolution

# WHAT IS MINISTRY?



# Ministry Models



Being

Doing



# Thriving Ministry Model™

## Four Quadrants of Ministry

**Consciousness**  
Leadership Intentionality

A  
G  
E  
N  
C  
Y

**Structures**  
Practices / Skills / Systems

BEING

DOING

**Culture**  
Congregational Identity

C  
O  
M  
M  
U  
N  
I  
T  
Y

**Relationships**  
Social Dynamics

Consciousness  
Leadership Intentionality

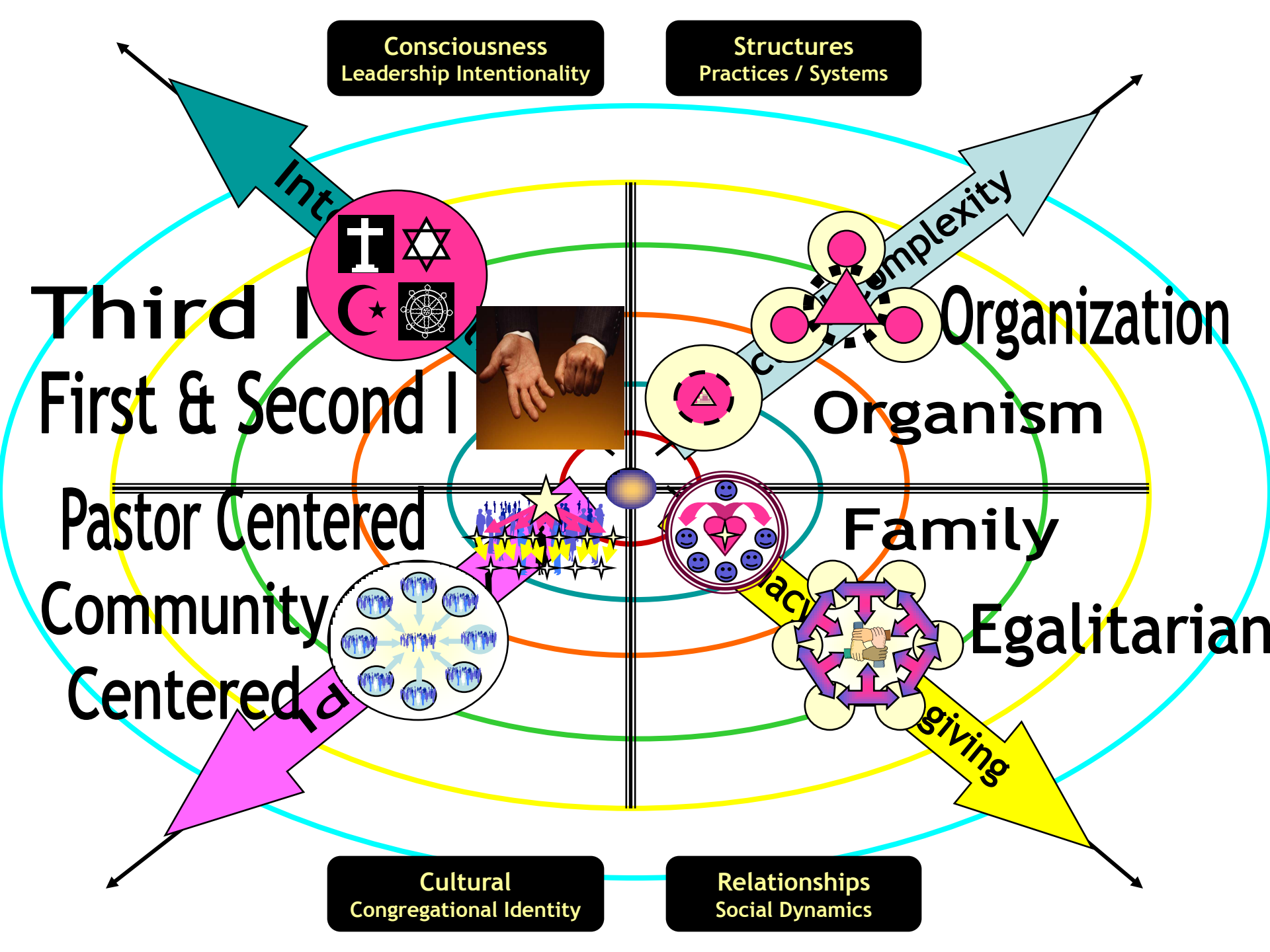
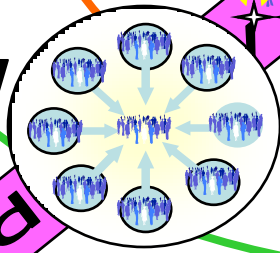
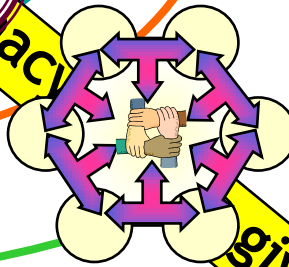
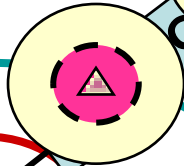
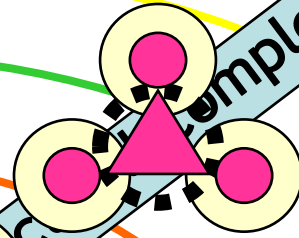
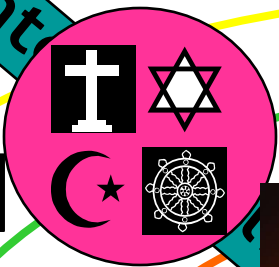
Structures  
Practices / Systems

Third I  
First & Second I  
Pastor Centered  
Community  
Centered

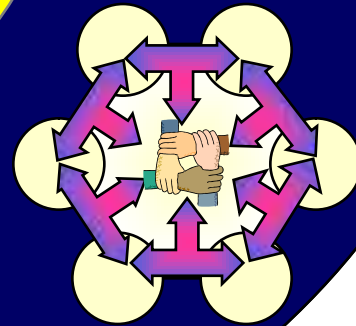
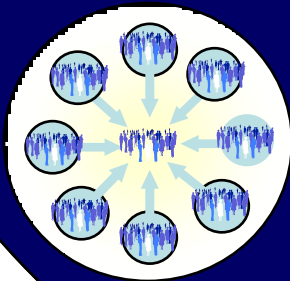
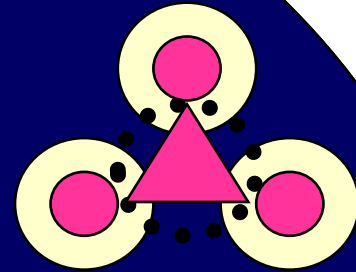
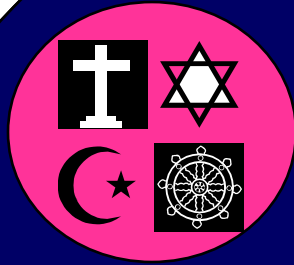
Organization  
Organism  
Family  
Egalitarian

Cultural  
Congregational Identity

Relationships  
Social Dynamics



# Thriving Ministry



# *Developmental* Shifts

## Consciousness

Leadership Intentionality

**Managing to Modeling**  
**Leading to develop Leaders**

## Culture

Congregational Identity

**Minister to Community**  
**Centric**

## Structures

Practices / Skills / Systems

**Utilitarian to Integral**  
**Hierarchical to Holacracy**

## Relationships

Social Dynamics

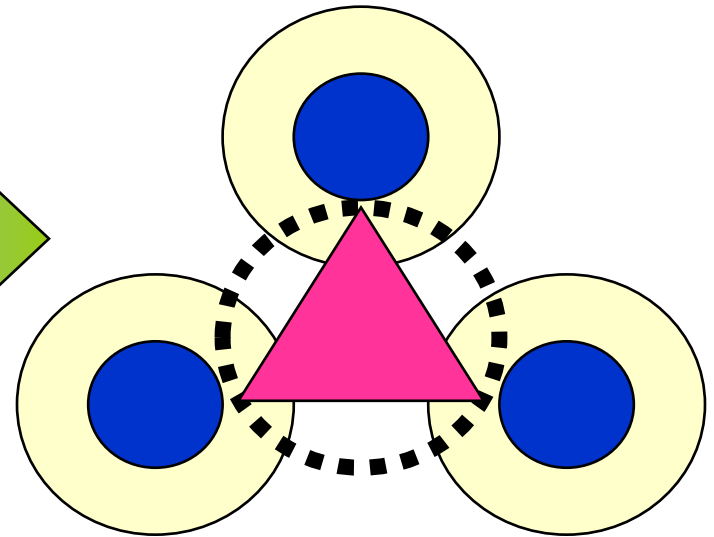
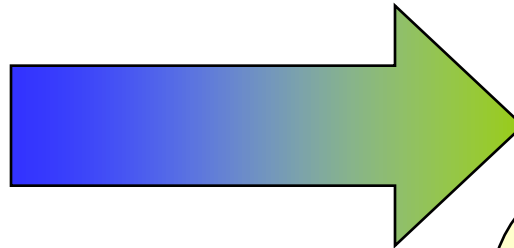
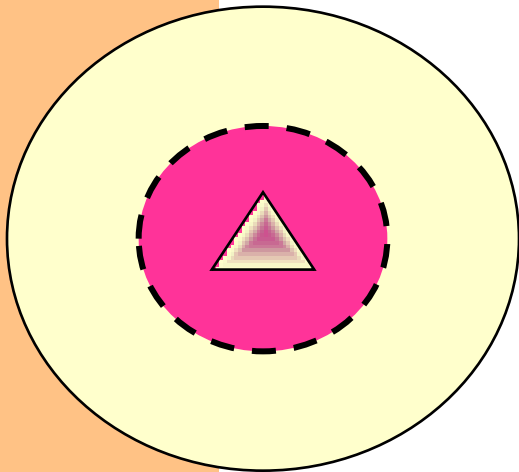
**Belonging to Ownership**  
**Parenting to Partnering**

# Thriving Ministry Model™

Structural Developmental Line

Utilitarian

Integral



Organism

Organization

Top-down; hierarchal  
Implicit roles and accountabilities

Top-down / bottom-up; holarchal  
Explicit roles and accountabilities

# *Thriving* Ministry Model™ Accountabilities

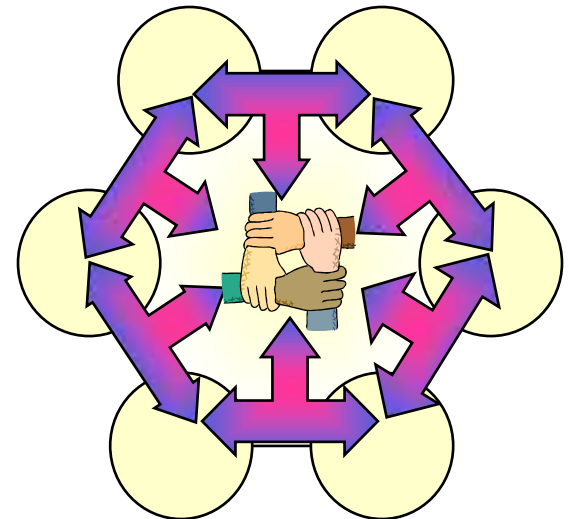
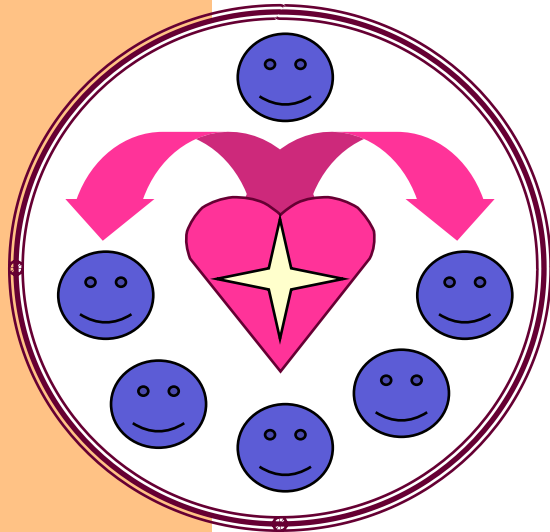
What are OTHERS  
accountable for?

What do YOU count  
on others for?

# Thriving Ministry Model™ Social System Intimacy & Care-giving Line

Family

Egalitarian



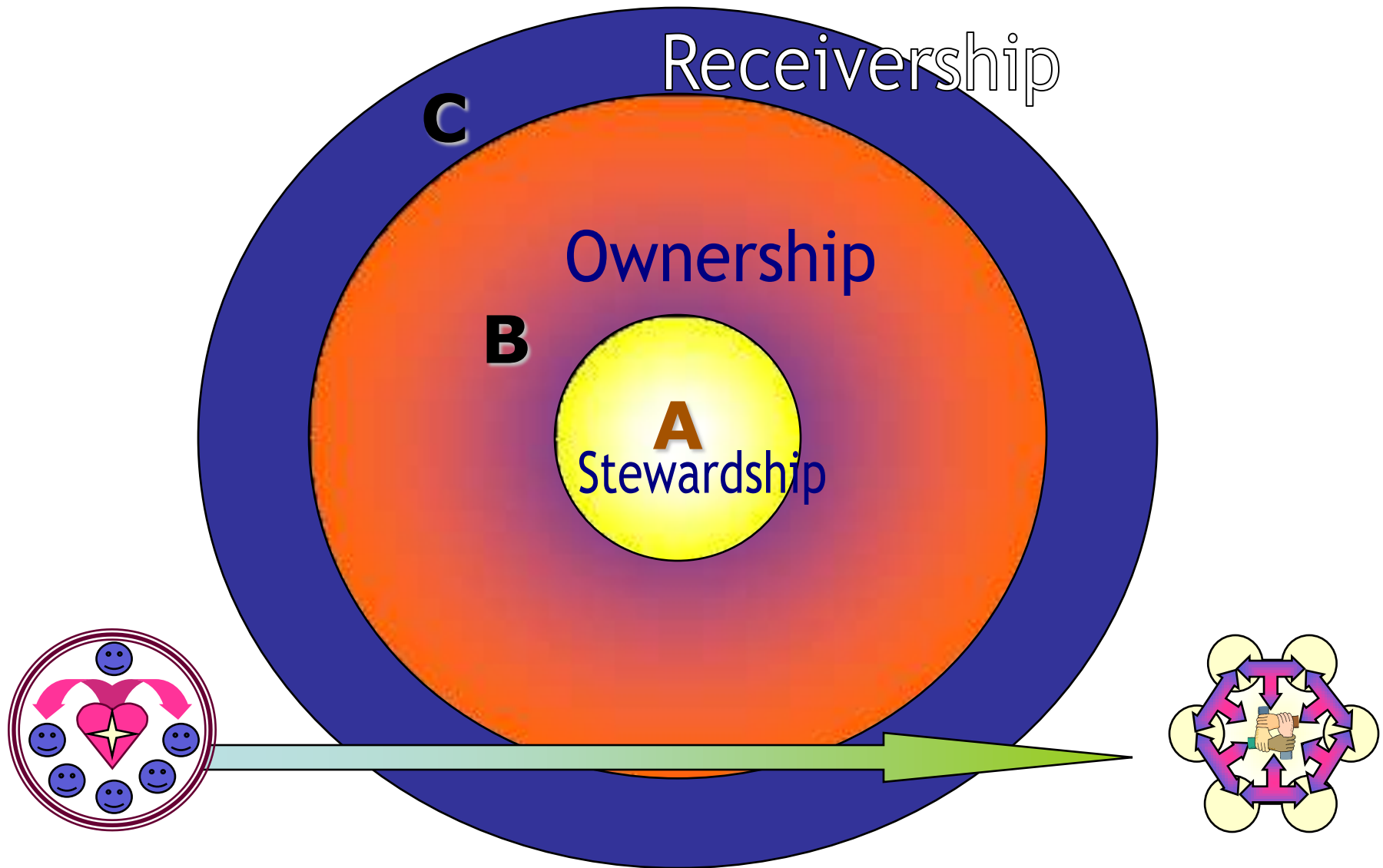
With the Minister

With the Community

Pastor / Flock model of ministry

Community members minister to congregation

# Three Congregations

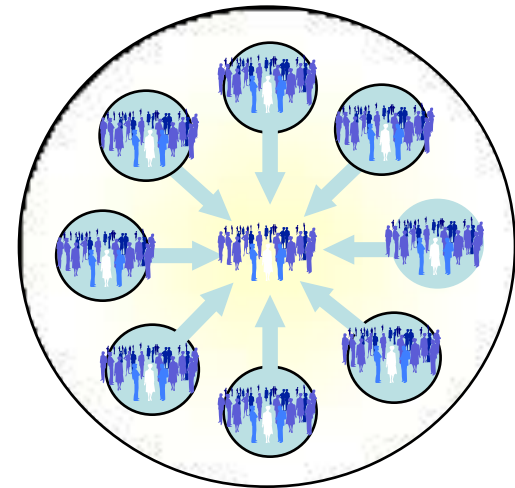
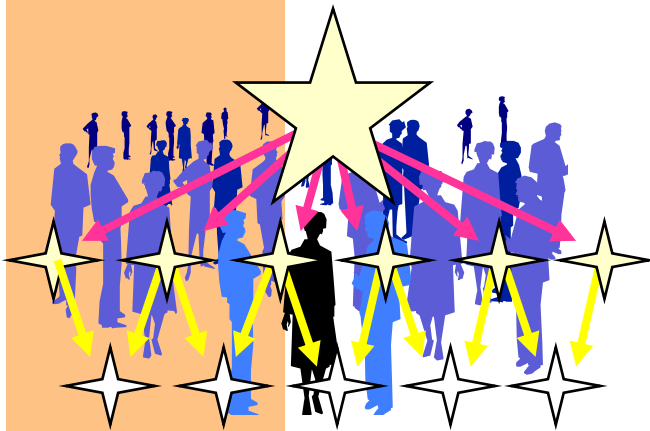




# *Thriving* Ministry Model™ Cultural / Communal Spectrum

Pastor Centered

Community Centered



Co-dependent

Interdependent

Identity is entangled in the minister, history, & traditions

Identity arises out of who and what the community has come here to be

# *Thriving* Ministry Model™



*Circle of Honor*

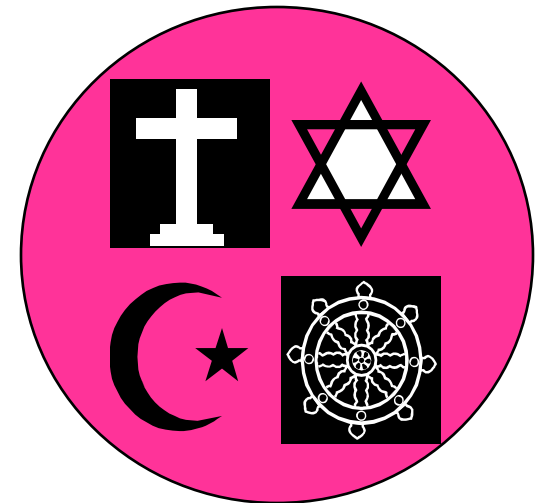
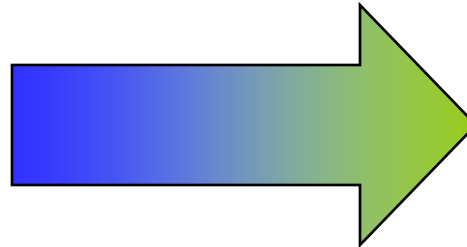
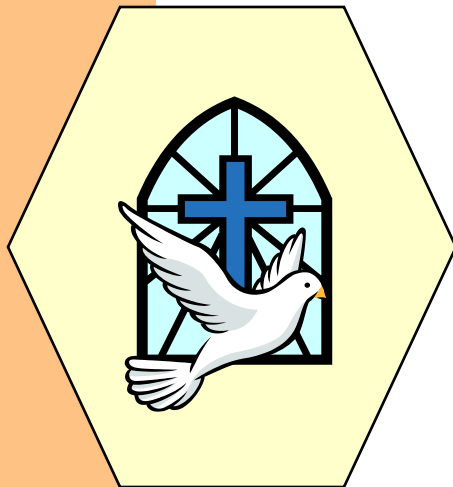
# Thriving Ministry Model™

## Leadership Intentionality



First & Second I

Third I



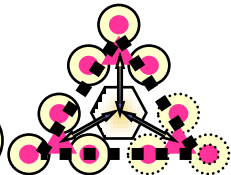
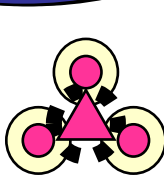
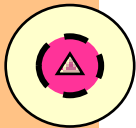
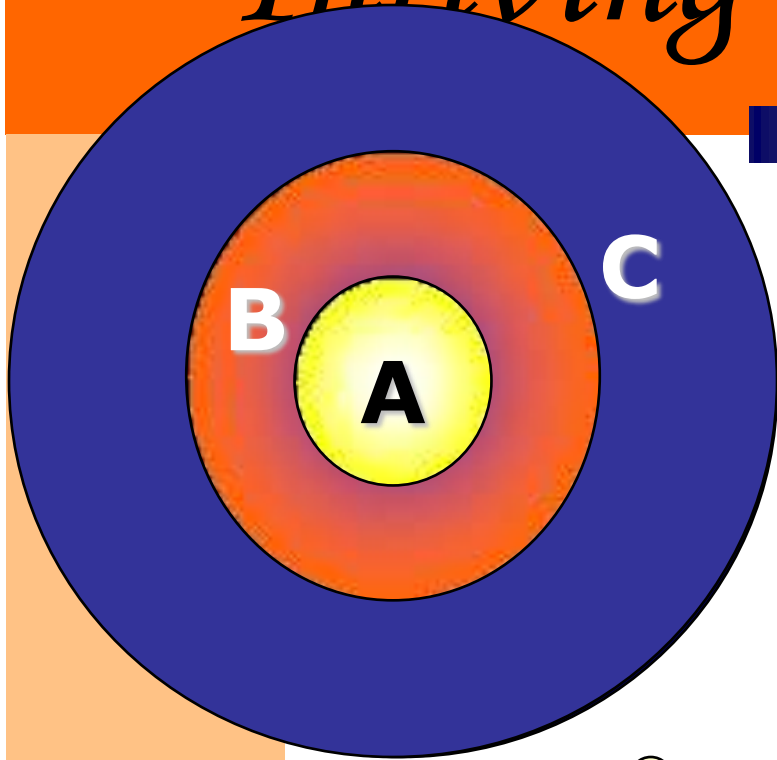
I am what I have ....

I am what I have come here to BE.

Situation Driven

Purpose Driven

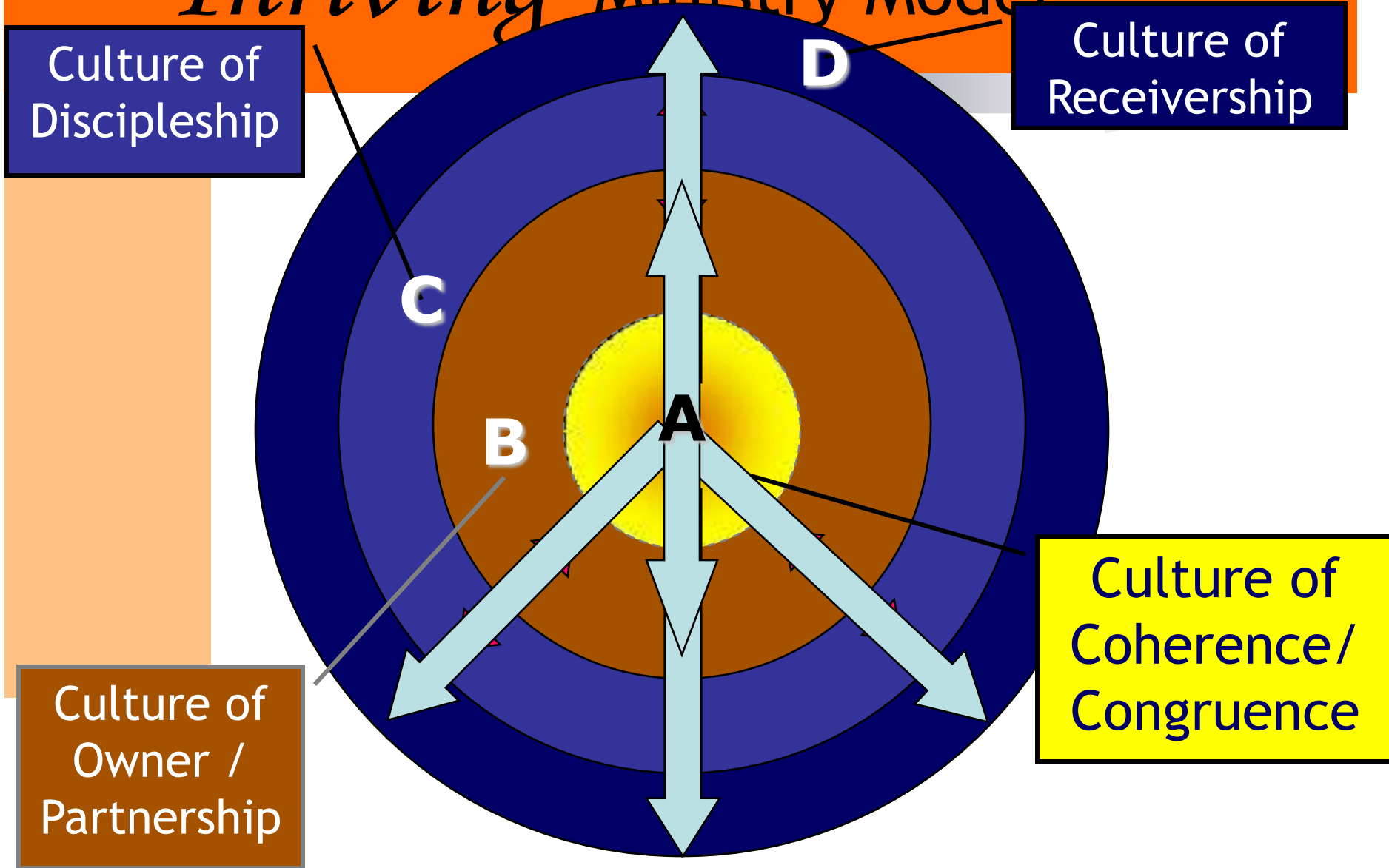
# *Thriving* Ministry Model™



Minister Centric  
Pastor / Flock Model

Community Centric  
Owner / Partnership Model

# *Thriving* Ministry Model™



# *Thriving* Ministry Model™

## Tiered Membership Process

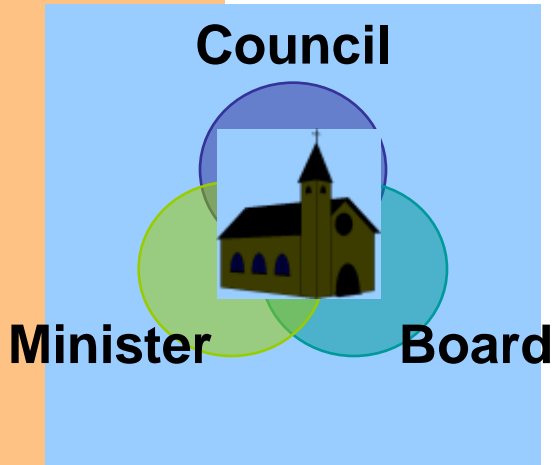
Con  
Culture

Joinin  
church  
(non-v  
memb

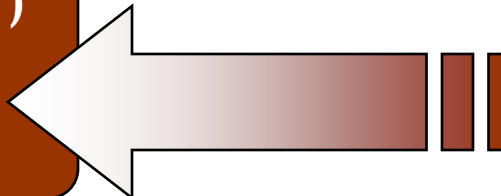
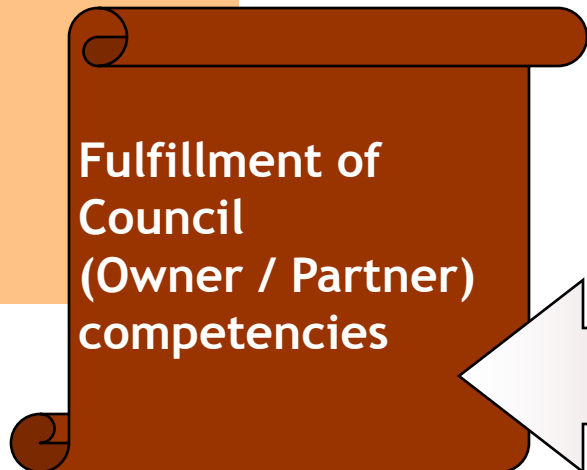


# Thriving Ministry Model™

Joining the church



Means entering a  
discipleship program



Spiritual Enrichment - Service -  
Leadership Development

# *Discipleship*

Focuses on the individual's spiritual journey and practice, and a holistic emphasis on personal / relational well-being

- To create an alignment with Truth teachings
- To consciously deepen one's spirituality as one participates in a spiritual transformation process
- To invite deeper and more personal commitment to individual health and self-responsibility
- To honor one's spiritual and personal integrity
- To create healthy relationships within the ministry and beyond
- To consciously participate in abundant living
- To enhance the sense that a person's presence in the community matters



# *Membership Council*

## Owner / Partners

Focuses on developing the competencies underlying organizational integrity and enlightened leadership practices as well as care and support for those in discipleship

- Leadership Development
- Partnership Capabilities
- Visioning
- Modeling & Mentoring

# *Council of Trustees*

## Board Members



### Culture of Coherence and Congruence

- Commitment to a 10% tithe to the church
- Best qualified
- Attends regional and national conventions
- Participates in capacity building programs
- Is a model for ownership of the ministry

# *Transformation* Experience™



**Raise Consciousness**

**Develop Organization**

**Shift Culture**

**Build Community**