

Mission Centric, Integral Ministry
Unity of Omaha's Five Year Strategy
Report to Annual Meeting May 1, 2011

First Draft 01/15/09 Revised 11/16 /10, Barry L. Vennard, Senior Minister

Unity of Omaha's Vision:

Centered in God, we co-create a world that works for all.

Unity of Omaha's Mission:

The mission of Unity of Omaha, a growing spiritual community, is to support as many people as possible in discovering and living their spiritual purpose and potential.

Unity of Omaha has engaged in a five year cultural transformation effort that began January of 2009 intended create an "Integral Unity ministry using Holacracy based organizational practices to support the furtherance of its mission." By doing this, Unity of Omaha seeks to be part of the leading edge of transformations that are taking place in the Unity Movement.

An INTEGRAL UNITY MINISTRY is a model that combines Unity Teachings with the evolutionary principles of Integral Theory, Spiral Dynamics and the Enlightened Leader program of Unity Worldwide Ministries

An INTEGRAL approach to Unity ministry is an evolutionary process that seeks to integrate core truths from different perspectives and earlier stages of development in ways that carry the ministry to higher and more comprehensive states of being and effectiveness without dismissing or devaluing earlier stages of development. The Integral map helps define the journey by using four quadrants that represent the church's identity.

INTEGRAL UNITY MINISTRY

The AQAL map below represents Unity of Omaha's progress as it continues to grow in its ability to fulfill its mission and vision. "AQAL" stands for "All Quadrants All Levels."

The AQAL Map:

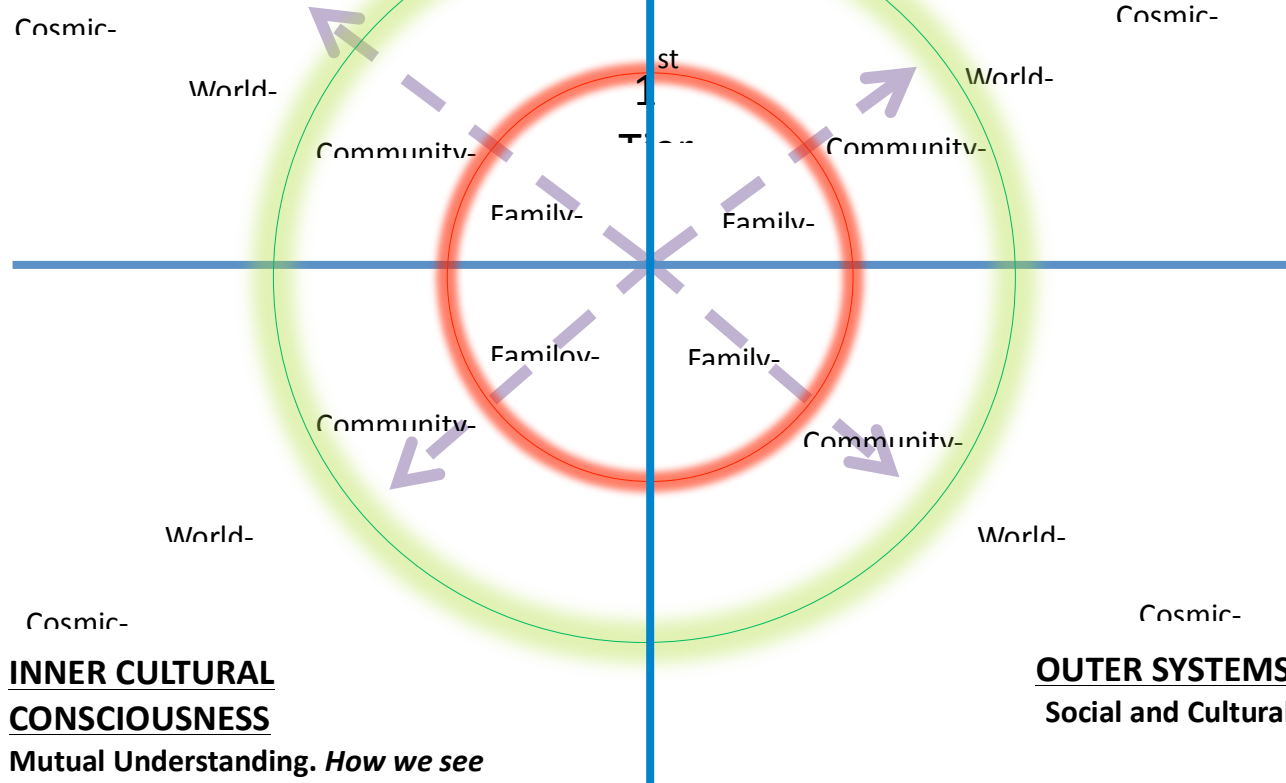
The horizontal and vertical lines define the quadrants. The Circles represented stages characterized by expanding world views and an increase in the scope and complexity of the mission, vision, systems and participation. The dashed arrows represent progress through the stages in each quadrant. The four stages represent world views associated with church sizes identified by the Alban Institute They are identified as Family-Centric, Community-Centric, World Centric and Cosmic-Centric.

UNITY CHURCH OF OMAHA AOA1
INNER INTENTIONAL CONSCIOUSNESS

Values: Love, Oneness, Integrity, Stewardship, Service.
Mission: The spiritual transformation of people and caring for each other.

2nd Tier
Awakeni

OUTER BEHAVIOR
Facilities, Finances
By-laws and Policies
Unity Based. Integral Model



- **The Upper Left Quadrant - Inner Intentional Consciousness** This quadrant represents the interior motivation and intention of the ministry as stated in the values, mission, vision and leadership intentionality.
- **The Upper Right Quadrant – Outer Behavior** This quadrant represents the exterior expression of the church reflected in the by-laws, policies and procedures, facilities, finances, organizational practices,.
- **The Lower Left Quadrant – Inner Cultural Consciousness** This quadrant represents the interior world view of this ministry; where we fit, how we see the world and how we believe the world sees our ministry related to the Unity movement, New Thought, cultural demographic, the world.
- **The Lower Right Quadrant – Outer Systems** This quadrant depicts the exterior cultural systems and environment of the ministry, the scope of its social and cultural activities and its organizational participation.

Stages of Church (Spiritual Community) Development:

Family Centric: Churches with less than 50 Sunday attendance. The church is characterized by relationships that resemble a family. The foundation of the church is a strong core group who've created

effective and meaningful, but usually undocumented church relationships, usually with a strong patriarchal / matriarchal presence in the congregation. Minister is chaplain or teacher and usually secondary to the patriarch/ matriarch in terms of decision making power. Cohesiveness of the (often aging) core group is very important and highly valued. If new people stay in the church it is usually because they have been adopted by the family to participate (in a non-disturbing way) in the established organizational dynamic. A need for additional financial resources to support the ministry is usually a major concern. This need for greater financial resources often motivates a desire for growth which is often sub-consciously sabotaged by the unspoken desire to retain the established order. (Survival Orientation/ Patriarchal or Matriarchal Leadership)

Family to Community Centric: Pastoral Dynamic with 50 to 150 Sunday attendance. Usually a professional ordained minister trained by the denomination is the spiritual and administrative leader – pastor - of this church. The minister provides spiritual leadership and pastoral services. He or she is usually on first name basis with most of the congregation. Resources continue to be somewhat limited and month to month survival - paying salaries and bills – can be a major concern. The limits of the minister to provide pastoral services, teaching, leadership, personal support, administrative management and effective Sunday services are usually reached (and surpassed) when the church nears 150 Sunday attendance. (The 150 level of active participation marks the limits of single celled human organizations). When participation approaches the 150 mark the church will need to reform into a multiple celled organization or it will usually go back to the less than 150 participation. Limited resources and the organizational challenges associated with nearing the 150 mark continue to make survival an ongoing focus of the church. The ministerial skills and talents that lead to a successful pastoral dynamic setting are very different from the organizational, administrative and leadership skills needed in the larger program level of ministry. A Ministerial leadership change is almost always a factor in the successful transition to the program stage. (Survival Orientation, Pastor is matriarchal or patriarchal leader)

Community to World Centric: Program to incorporate multi-celled organizational dynamic with Sunday (and/or other major activity) attendance exceeding 150 to the thousands. Organized teams (programs) work to fulfill the churches mission, usually within the denominational teachings and framework. These teams provide individuals with the opportunity for relationships, intimacy and support that was previously provided through participation in the smaller, more intimate church. The church continues to meet the spiritual and community needs of the congregation but also organizes itself around bringing more and more new people into the church/denominational spiritual (or religious) experience. (Awakening to a greater purpose orientation. Organizational practices are supported by collaborative leadership).

World Centric: Program to incorporate dynamic with participation and attendance usually exceeding 350. This world view emerges with the appearance of an additional transcendent purpose and focus in which the church seeks to expand collaborative relationships and joint efforts with other individuals and organizations that share some common purposes and goals such as environmental sustainability, social justice and/or spiritual fulfillment. (Greater Purpose / Spiritual Social Action Orientation).

World Centric to Cosmic Centric. Not yet revealed. It's possible that the story of cosmic evolution being revealed through science may provide a foundation for the emergence of this universal stage.

References:

How to Minister Effectively in Family, Pastoral, Program and Corporate Churches, by Ray M. Oswald, Alban Institute. <http://www.congregationalresources.org/article0132.asp>

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<http://www.integrativespirituality.org/postnuke/html/modules.php?op=modload&name=News&file=article&id=437&mode=thread>

Mission Centric, Integral Ministry and Holocracy at the Unity Church of Omaha, Barry Vennard, <http://www.unityomaha.org/downloads/Mission%20Centric%20Ministry.pdf>

The Integral Vision, Ken Wilber www.theintegralinstitute.com www.integrallife.com