

VISION, MISSION, CORE VALUES

Creating Intentional Spiritual Community

A community-centric and mission-focused designed model for developing Vision, Mission, Core Values, including a strategy for creating a plan of action for Unity of Gaithersburg.

Intended outcomes

In creating an Intentional Spiritual Community, we will:

- Consciously and collectively create a vision and mission
- Consciously discern and then define the personal and/or collective core values of the spiritual community
- Consciously and collectively define what the next bold actions might be
- Consciously gather input regarding the vision and mission from the entire community
- Consciously share the core values through a series of Sunday lessons
- Consciously create a plan of action.

Purpose

- ♥ **To support Unity of Gaithersburg in the creation of the future it wants to experience.**
- ♥ **To provide direction and decision-making capacities and capabilities for both leadership and the spiritual community.**
- ♥ **To create guidelines for acceptable and unacceptable behaviors within Unity of Gaithersburg.**

Statistics show that ministries thrive when they are clear about who they are, who they serve, and where they are going. A grass-root community creation of a collective vision, mission, core values, and an organized plan of action (a.k.a., Strategic Plan – developed from the Next Bold Actions) invites success, as well as ownership, of the previously mentioned.

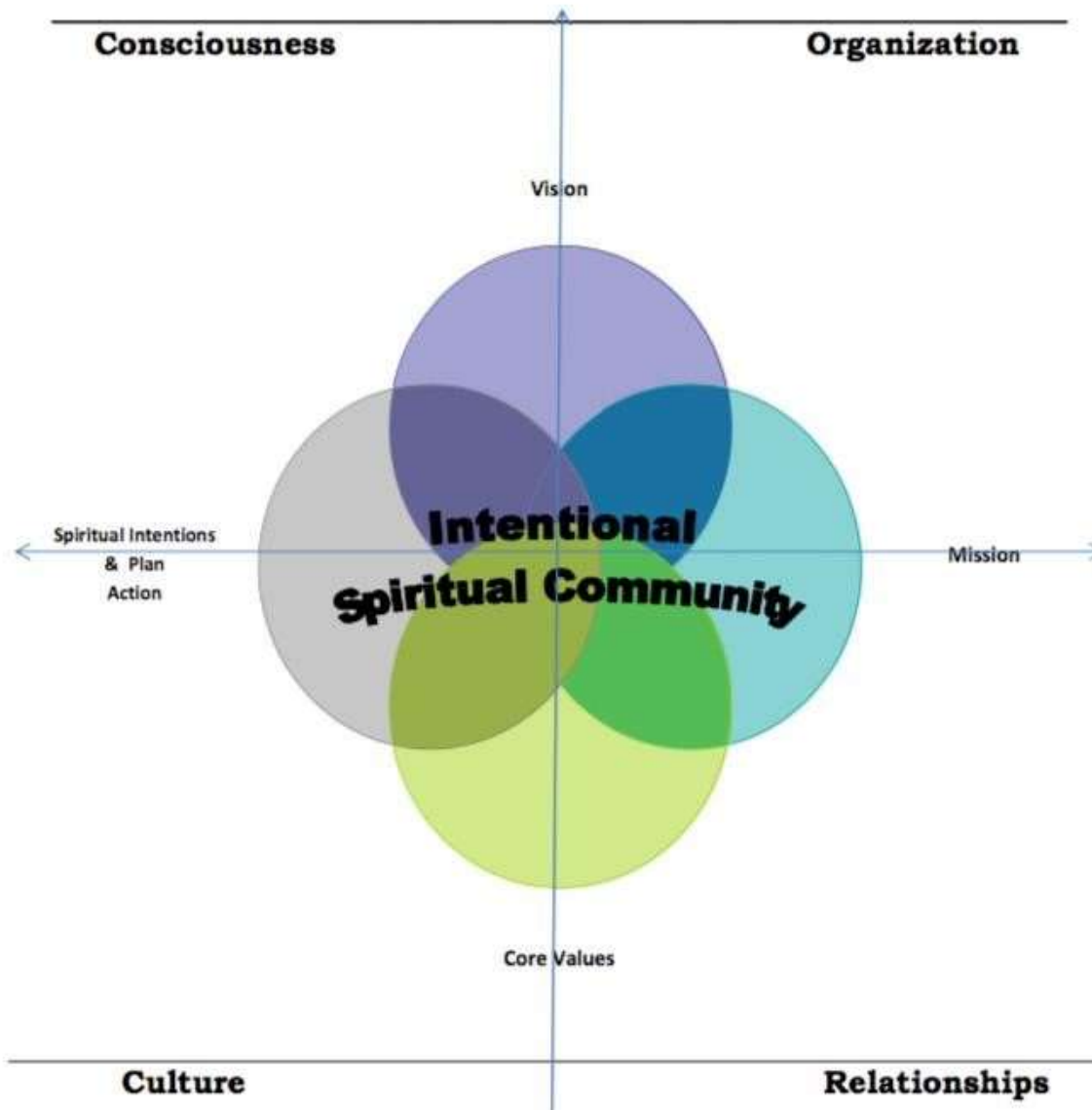
Additionally, after completion of the fore-mentioned, the spiritual leadership team or Board will prioritize the intentions and create goals and actions that resonant with a “thriving ministry” model. For accountability, achievement dates and champions are then assigned to support the demonstration of each action. All of these work together for success and are integral to the creation of a thriving and intentional mission-focused model.

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“Ultimately the real purpose of Vision and Mission is to galvanize the intentions of each individual in the organization around the same purpose.” –Richard Barrett

A Mission-Focused Model of Ministry



Intentional Spiritual Community occurs when a spiritual community knows who they are, what they believe in, how they reflect their beliefs in the world, and how all of these relate to the overall mission of the ministry. Yet, knowing all this is still is not enough!

“There must also be a well-defined plan of action with goals and actions that guide each component into expression. Additionally, in a mission-focused environment, it is realized that each member is integral to the whole and has clarity around agreed upon roles and responsibilities. And they accept a level of accountability for their specific roles. All of these activities work in harmony to support the creation of an intentional spiritual community that holds shared leadership at its core.”-- *Toni G. Boehm, Ph.D.*

Overview

Vision A Vision statement shares the biggest dream, wish, or vision this spiritual community can hold for the world and for the world spiritually awakening. It is a compelling vision that inspires one or a group to action. A Vision compels us to action and it is so big that we know only God/Spirit can fulfill it. We can only “live” into it on a daily basis. This is our contribution to society. In Unity, Vision in a spiritual community often begins with, for example: Centered in (God/Spirit/One...) or Celebrating ... Celebrating our ...

Mission A Mission statement shares who we are, as a unique entity, known as a spiritual community. If Vision is the – *What we hold for the world to support spiritual and global awakening* – Mission is the – *How we uniquely do that within in our spiritual community*. Thus, Mission statements in Unity start with: We ... or Unity of and then describes what is unique about us as a mission “holder”. How we do this through service.

Core Values Core Values are the “talk” we “walk.” It identifies the Core Standards of Integrity of a spiritual community, what we value at our deepest level. Our Standards of Integrity, are the banner we fly (like in days of old, banners held what the King stood for and were upheld as imperative to the kingdom’s functioning. And it is not enough to know what words depict our Core Values, we also define them along with behaviors that support their being acted out within the community.

Next Bold Actions supports the creation of a platform for a coherent plan of action. This is the body, the framework of where we are going. AND we are clear that it is Spirit that informs, guides, and instructs the actions to accomplish the ideas and intentions.

The Plan of Action (a.k.a., Strategic Plan) is the guidepost for the board and the ministry for future development and includes the following elements.

Intended Vision/Mission/Core Values Experience Outcomes

In creating an intentional spiritual community experience in our weekend, we will:

- **Consciously and Collectively Create a Vision and Mission Why:**

Vision and Mission defines the organization, promotes internal coherence, provides guidance for decision making, and creates clarity and focus for the ministry and the people regarding who they are and what they stand for as a spiritual community. It is meant to be so big it can never be lived into, only God can live us into it on a day to day basis.

- **Consciously Discern and define the collective Core Values of Unity of _____.** Why
Through a discerning process we will collectively discover the core values of this spiritual community. From this experience the community will know who we are--yet knowing is not enough. To truly be effective we must define how these core values are seen through behavioral actions within the community. Thus, definitions and behaviors for each core value will be created by an assigned team, with a draft being submitted to the community and Board for further review.

- **Consciously gather input regarding the Vision and Mission from the entire Community**

Why:

To allow for the opportunity for final feedback from the spiritual community, the accomplishments of our Saturday Vision/Mission/Core Values session will be weaved into the Sunday Service. A Q & A session following the Sunday service will be held with the Board of Trustees participants in the VMCV session, and Steve Colladay. Saturday's draft will be reviewed for those not in attendance, with the community responses will be reviewed for possible additions that may have value for inclusion in the vision and mission (ideas which were not previously discussed and/or already included or into included in the vision and mission).

- **Consciously share the core values through a future series of Sunday lessons** Why:

Once behaviors and actions have been designed for the Core Values, the spiritual community is invited into the expression and ownership of these behaviors and actions as a norm for the community and then can be included in or as a part of membership agreement.

- **Consciously creating a plan of action aligned with Spirit and the Vision and Mission**

This weekend experience creates the platform for the Plan of Action. And then it will be the responsibility of the Board of Trustees and VMCV Follow Up Team to review the Next Bold Actions then select and prioritize the ideas that are in alignment with the Vision and Mission and attainable funding. Once this is complete, all the elements of a coherent Plan of Action (goals, champions, etc.) will be created to support and assure a timely completion of the action that is aligned with Spirit and the Vision and Mission of Unity of _____.

Toni G. Boehm, Ph.D.

About the Facilitator



Rev. Dr. Steve Colladay, an ordained Unity minister, is a certified ministry skills and transitional consultant for the central office of Unity Worldwide Ministries in Lee's Summit, Missouri. He has served as a senior minister for 21 years in 4 Unity ministries, and 3 years as a transitional ministry specialist, and 15 years as a church growth consultant. Steve has been a regional Unity board of trustee member in 3 regions--south central, southeast, and northwest Unity regions, as well as sub-regions in Dallas and UMASS (southeastern states). Steve is a pianist, composer and a producer of programs for mindfulness and mediation techniques for veterans, first responders (police, fire, EMS), and athletes. An avid cyclist and marathon runner, he has completed 29 marathons, and three 36-mile ultra-marathons.