Table group discussion: Ministry Integrity

Table #	Report
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3	Acts 9: Barnabas had to make the choice to trust Paul. Love thinks the best of others, even if people let your trust down, we still have to take the next step by faith. A piece of paper / a contract often just doesn't is enough to ensure trust. We cannot assume a level of trust, it is often presumptuous in a ministry context. *How do we find out in our organizations if there is a lack of trust / a sense of breached trust?* **Practical things to build trust:** - It takes apologizing and vulnerability from the leader - allowing people to share frustrations without telling them why they are wrong. - Leaders telling their organizations: "Be honest and frank with me, tell me when I am wrong". - Certain cultures might have a struggle to speak up to leaders in public - Polycentrism: This implies that we are all involved. No one is replacing anyone else. - We all must learn to be humble and to work in true community With practice and commitment can learn to sing in harmony, which is far richer than a solo voice.
4	The importance of trust in leadership, the leader – follower dynamic. The importance of trust in partnership as well as relationships. Do we engage in partnership only after we have the proof of reliability? *What practical ways have you found to build trusting relationships?* Trust can be based on predictability of behavior. I trust you because you have proven faithful in the past with duties and responsibilities. Trust can also be based on vulnerability. I choose to trust you, not with a task, but with information about me. *How could you grow your personal (and ministry) trust relationships?* **General Feedback** Why did Barnabas trust Paul? How does agape love fit into our trust paradigm?
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7	**The gift of authentic community.** We want to share with you the gift of authentic community. Community happens reality in real and virtual environments for all of us. It is in community that we are accountable and supported, where we develop our gifts and ministries. As leaders we model community in a very intentional manner. We recognize that while the shared value(s) and principles of community are essential, they must find their expression in different cultural contexts in a polycentric Christian context. *Question 1* - Power and powerlessness. Misunderstanding in a global context. Differences in power from western and non-western, how we regard people who have less perceived power or resources. - Integrity in regards to our covenant, fulfilling our responsibilities to that covenant when we are spread out, stretched out, and not centralized structure that provides funds and overt direction. - Mission revolving around money. If no money, we can't do anything. In the extreme it can become a reason for being judged as a failure--> if money is

	not there, perhaps God isn't either. If an org. is very successful in raising money God's favor must be with them.
	- Community is the issue that resonates with her. As (global) leaders we belong to many different communities. How do you develop trust and intimacy in multiple communities.
	- Value friendships across organizations over the years. Global networks can be our community.
	- Polycentrism is the future of missions and would like to explore it more.
	- Money and dependency. This affects the integrity of organizations. Creates rivalry, envy, divisions.
	- All these issues are interconnected, even if we try to tease them apart.
	Question 2
	How could **community** strengthen organizational integrity in your context(s)?
	- Through mutual accountability and support.
	- Reciprocity
	- Hierarchy
	- Polycentric community. Where the values of community are foundational to how we work, but where we respect and celebrate the expressions of community in different cultural contexts.
	- What keeps us together? Values and principles that we share. We learn from each other and allow the other to speak into our own community.
	- People are longing for authentic community. We need to be teaching others what our value of Kingdom community looks like. Authentic relationships are modeled and taught.
	- Implication: leaders must model this authentic community value.
	- Example: physical work space, where we could work from home but we seek to be around others.
	- Community is more complex in our age. Monastical communities were important because they were in the same space. We need to make allowance and changes to encourage community and avoid individual isolation. This implies people's time, budget and space to do it.
	- Real and virtual community require different actions, but they are equally important and must be part of who we are and what we do.
	- Intentional.
	- Self-discipline is important for leaders who have virtual jobs or teams.
8	Trust is central to building strong relationships and ultimately effective collaboration.
	What did you hear?
	Trust develops in community. Also, trust builds community.
	Self-disclosure is an important avenue to deepening trust. Leaders rely on trust. They also need to be trusted and they need others to trust them.
	Trust may cost you, even your life.
	What practical ways have you found to build trusting relationships?
	Open communication, time spent together, bringing into the open the things that can diminish trust.
	How could you group your personal (and ministry) trust relationships.
	Sometimes you can't. [story told] Time is needed for healing with trust is broken and graciousness needed.