

Table group discussions: Organizational Integrity

Table #	Report
1	
2	
3	<p>Q 1. Which of the themes are the most relevant to helping or hindering organizational integrity in your context, why?</p> <p>Q 2. Pick one of the themes that you discussed that strengthens organizational integrity in your context.</p> <p>Q 1.</p> <ul style="list-style-type: none"> - How do we define organizational integrity? The organization can establish, reach the goals for what it is created and do so according the Christian values both in the internal and external spheres of the organization. - This group makes a choice for the leadership values, as the leader plays a key-role in the organizational integrity. <p>Q 2.</p> <ul style="list-style-type: none"> - For organizational integrity to flourish, risk taking is needed. That's a responsibility of the leader. The challenge is what to do, if an innovative action fails. What to communicate? Might it be better to not innovate, in order not to be forced to communicate negative news? - 'Minimal Viable Prototype': is common in businesses, but hardly known within mission agencies. This leads to many times communicating exaggerated results to cover the failure. <p>Q 3.</p> <p>The gift is leadership values that include the willingness of the leader to take risks. With the following elements:</p> <ul style="list-style-type: none"> - In discussion with his co-workers. - Taking into consideration to abide with the statement of George Burnett Shaw: A reasonable man adapts himself to the world; an unreasonable man adapts the world to himself. All progress depends on the unreasonable man.
4	<ul style="list-style-type: none"> - Generosity - hinderance to org integrity when good stewardship is lacking on e part of the giver and the receiver - lifestyle, need, etc - Sometimes we're generous to a fault - give money to those who don't need it - hinderance to integrity. - Should flow both ways - not only financial - how do we bless one another - not just from rich to poor. - Sacrificial generosity - not the bank account but the heart. Must be good relationships - we tend to give to those we don't know well. Mutual trust is important . <p>Succinct statement</p> <p>Generosity must be tied to good stewardship on the part of the giver and the receiver. It should also flow both ways and in forms another than purely financial. Generosity should be sacrificial in that it is based on sound relationships.</p>
5	<p>Relationship between integrity and leadership transition:</p> <ul style="list-style-type: none"> - Successful leadership transition is evidence of integrity - If realistic about skills and gifts, then won't believe can lead an organisation indefinitely. <p>Table talk:</p> <ul style="list-style-type: none"> - Boards sometimes don't want to transition their leader unless something has gone wrong as it makes work for them. - Having ongoing presence of a past leader can be very unhelpful and

	<p>generally not recommended.</p> <ul style="list-style-type: none"> - Praying for your successor right from the beginning of your leadership can be very helpful.
<p>6</p>	<p>Themes of Integrity</p> <ul style="list-style-type: none"> - Lack of accountability and good reporting systems that leads to workers really not doing missions. They have been ineffective and remain protected by lack of integrity in the work. - Power and authority - people self-promoting and often manipulating systems to achieve status and power. - Spirituality - tend to assume the structures with implied spirituality. Power and authority is an issue as people become authoritarian. Combined a greater spirituality leads to a servants heart not a authoritarian (power) heart. - Difficult to find leaders who desire to lead because of the expectations and assumptions upon them in such a complex world. - Mission History and globalization has caused disengagement or neocolonialism from the North American church. <p>Primary Theme - Effects of Mission History and Globalization</p> <p>It is causing negative effects for the whole world</p> <ul style="list-style-type: none"> - Churches are accepting a disengagement because of the anywhere to everywhere movement. - When we hear the majority world church is more vibrant why should westerners be engaged. No longer a priority or a role. - We need each other. We can't do it alone. Why? - We need honesty from both sides. What is needed? <p>Present - Trusting, mutual accountability of what is truly needed by the church in the global north and global south to strengthen greater integrity in mission.</p> <p>Integrity is very related in so many ways. Honest communication is essential. Be careful about decisions made behind closed doors that impose change destroys trust, increases fear. This can destroy morale among the entire staff (you cannot not communicate).</p> <p>Overriding key principle - prepare yourself and your family emotionally and spiritually for the day after you leave your organization as its leader.</p>
<p>7</p>	<ul style="list-style-type: none"> - What did you hear? - What practical ways have you found to build trusting relationships? - How could you grow your personal (and ministry) trust relationships? <p>Integrity – trust</p> <ul style="list-style-type: none"> - Trust is built from the other person’s perspective (not do I trust you, but do they trust me?) - Trust can only be given, not earned – it is an unconditional offer. - Time can be an enemy of trust. Relationships take time. Trust needs relationship. But time alone does not guarantee trust. - Unfulfilled expectations reduces the ability to trust. - Trust begins at the level of leadership. - Some cultures begin at the place of distrust and it must be earned. Whereas, other cultures begin with trust until it is lost. - Trust starts with openness (and acknowledgement of the other) - In Christ, our worldview should be challenged. - Giving trust has a redemptive action – opening up, offering trust, leaving

	<p>oneself vulnerable is like an act of the cross – and there is something redemptive there. The H>S can use that to change hearts/attitude.</p> <ul style="list-style-type: none">- Trust is built by doing things together.
8	<p>Integrity is found in the crosshairs of leadership spirituality with community spirituality.</p> <p>Raises the question "Does the spirituality of the community begin in the spirituality of the leader, or does the spirituality of the leader begin in the spirituality of the community?" Obviously the answer is that they are interactive with each other. If so, we also need to focus on the community as source of the leader's spirituality.</p> <ul style="list-style-type: none">- Accountability structures- Performance issues in interaction with relational issues- Succession plans- Board relations that include the component spirituality in their relationship and the contribution of the spirituality of the community to relationship of the board to the director- There is a broader (multi-cultural) community (in a variety of locations within the process of globalization) that extends beyond our organization and the group of people we are leading. It affects and is affected by the organization we lead or participate in.- Leads to peer mentoring issues that go beyond our organization. <p>All of this we are presenting as our gift to God's mission (or receive as a gift to us, from God whose mission continues to shape us).</p>