

How do we be one but
still disagree well?





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diversity

IS HAVING A SEAT AT THE TABLE.

inclusion

IS HAVING A VOICE. AND

belonging

IS HAVING THAT VOICE BE HEARD.

-LIZ FOSSLIN



What springs to your mind when you see these images?



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²⁰ “My prayer is not for them alone. I pray also for those who will believe in me through their message, ²¹ that all of them may be one, Father, just as you are in me and I am in you. May they also be in us so that the world may believe that you have sent me. ²² I have given them the glory that you gave me, that they may be one as we are one— ²³ I in them and you in me— so that they may be brought to complete unity. Then the world will know that you sent me and have loved them even as you have loved me.

John 17:20-23



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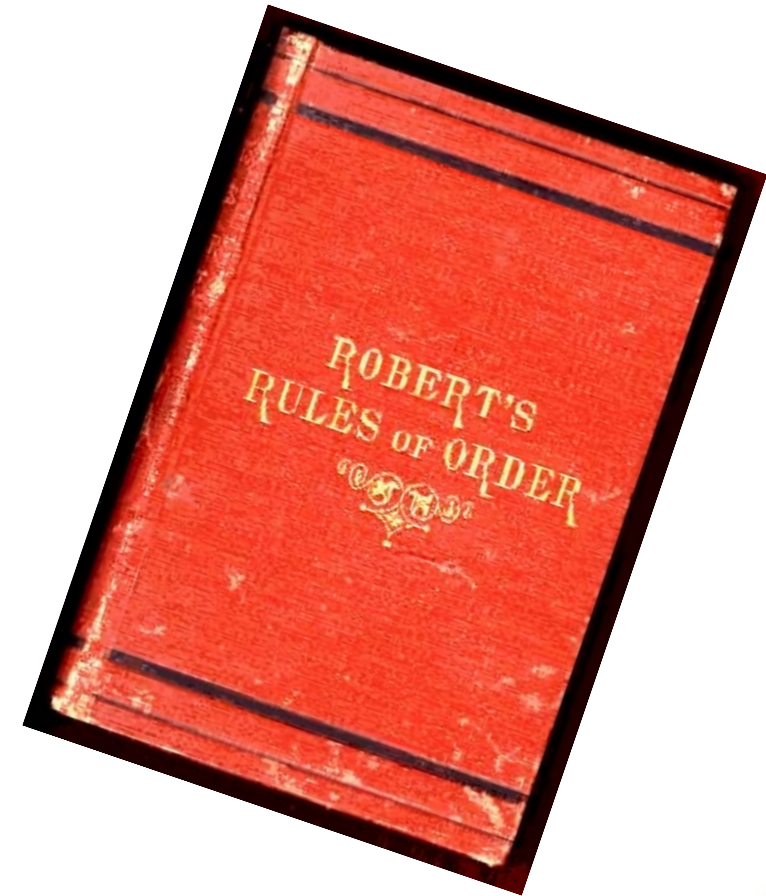
What is unity?

... being unified, joined, cohesive, functioning and effective as a whole.



In a nutshell, Robert's Rules of Order ...

- ✓ Quorum
- ✓ Voting
- ✓ Agenda
- ✓ Motion



Miscommunication

Unresolved conflict of interest and goals

Prejudice and bias

Lack of trust

Social media and information bubbles

Contributors to Disunity

DISUNITY

CONFLICT

Power struggles

External influences

Lack of leadership

Inequality



What does unity look like?

Supportive, caring, loving relationships

Prayerful, inclusive decision-making, informed by Scripture

Conflict is never wasted



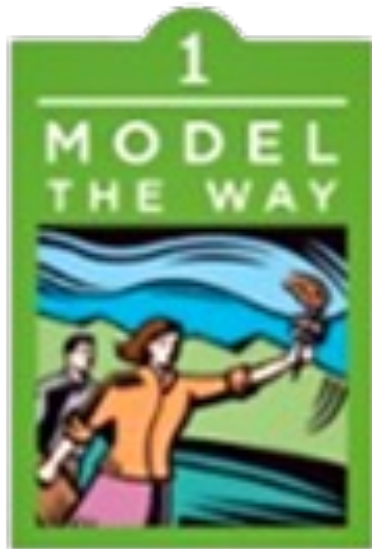
Celebration of diversity

Resilience in adversity

Effective leadership that unites, inspires trust, and promotes cooperation.

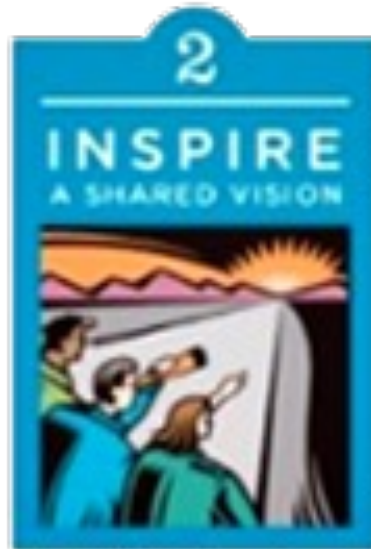


The Five Practices of Exemplary Leadership



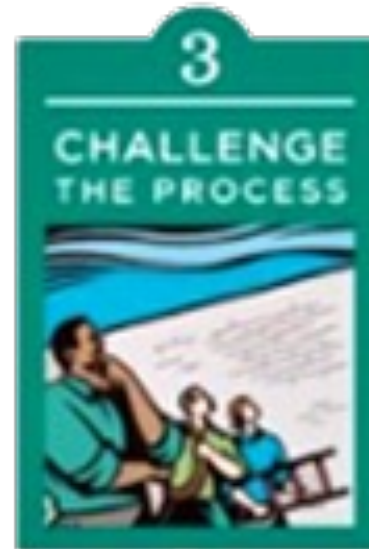
Clarify Values by finding your voice and affirming shared values.

Set the example by aligning actions with shared values.



Envision the future by imagining exciting and ennobling possibilities.

Enlist others in a common vision by appealing to shared aspirations



Search for opportunities by seizing the initiative and looking outward for innovative ways to improve.

Experiment and take risks by consistently generating small wins and learning from experience.



Foster collaboration by building trust and facilitating relationships..

Strengthen others by increasing self-determination and developing competence.



Recognize contributions by showing appreciation for individual excellence.

Celebrate the values and the victories by creating a spirit of community.



Four Staff Relational Commitments

- ✓ I will look up with you
- ✓ I will look across to you
- ✓ I will look into your eyes
- ✓ I will look after your back



What part can I play in maintaining unity?

Romans 12:18 'If it possible, as far as it depends on you live at peace with everyone.'

“Crucial conversations are moments of disproportionate influence.” (Joseph Grenny)

✓ Prepare well

... pray, be clear on the goals, consider your posture and what it enables or inhibits



What part can I play in maintaining unity?

- ✓ Acknowledge that we are family – committed to one another as sisters and brothers and meeting in the presence of Jesus.

- ✓ Establish ground rules for the conversation
 - Listen respectfully without interrupting
 - Listen for understanding
 - Use ‘I’ statements rather than ‘you’ statements.
 - Keep the volume at a quiet to moderate level.



What part can I play in maintaining unity?

- ✓ Check some great guidelines in Ephesians 4:15, 25-5:2
 - ... speak the truth in love.
 - ... be angry but don't sin. Don't give the devil a foothold!
 - ... only speak what builds others up according to their needs.
 - ... be kind, compassionate, forgiving, and loving as modelled by Jesus and as children of God.





“... that all of them may be one, Father, just as you are in me and I am in you. May they also be in us so that the world may believe that you have sent me.”



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