

Transformation Experience™

Enlightened Leaders Program



Unity Worldwide Ministries
aka



Enlightened Leaders Visionary Statement

"There is great need of leadership under Christ whose banner is love."
Charles Fillmore

What type of leaders are needed to call forth thriving ministries in the post-modern world we live in? Research into best practices and experience tells us that the answer is **Enlightened Leaders**. Unity Worldwide Ministries has created a visionary statement that describes some of the characteristics of Enlightened Leaders. This statement pulls together the ideas of leaders in the Unity movement, best practices research, and leading-edge thinking:

Imagine thriving ministries in which all the leaders truly act from a place of enlightened consciousness. They embody and model spiritual principles and core values. They take the time to center in God with a daily spiritual practice that results in a confidence and calmness that permeates everything they do. They live, work, and breathe in the moment. Being an enlightened leader is just that—being. It is not only what these leaders do and how they do it, but the inner source from which they operate. Their leadership comes from within.

Enlightened leaders demonstrate self-awareness. They listen, observe and process their own behavior and assumptions, and take responsibility for how their presence and involvement make a difference. As enlightened leaders, they build trust through their integrity and authenticity. While looking to what is possible, they move from a point of purpose rather than a point of view.

Enlightened leaders draw forth the shared vision and mission from the collective community, then inspire and generate highly energized sustained action to achieve them. As leaders they know that they do not need to have all the answers; rather they know to ask powerful questions and create an environment that allows the divine answers to emerge from within others. It is in the voice of the many or in the voice of just one that wisdom may be revealed. They listen carefully while remembering to give credit where credit is due.

Enlightened leaders foster transformation. They ignite the fire of Spirit and creative flow within people, maximizing their capacity to grow and thrive. They act as the catalyst to help others remember who they already are. Enlightened leaders mine the treasures within others and create environments in which others can shine and put their gifts and passion to good use. They serve as coaches and mentors as they inspire, guide, and support people to find and respond to their inner call to serve and take action. They empower effective teams.

Enlightened leaders seek out and embrace change and shift; they welcome the opportunities it brings. As leaders, they help others cope, engage, and flourish as they grow through transitions. They identify tensions and incongruities and guide their resolution. They facilitate shifts in consciousness and perspective, which liberate people to try new things and together shape a world that works for all.

Enlightened leaders serve in all sizes and types of ministries and are not limited to a certain age or status. They are youth leaders, prayer chaplains, ministry team leaders, board members, licensed Unity teachers, ordained ministers, and everyone else who, through loving and abundant service, create the thriving ministry all enjoy.

Enlightened leadership involves shifts from traditional ways of leading. The Enlightened Leaders Program, part of the Transformation Experience project, provides opportunities to explore those shifts together with others in your ministry's leadership team, to deepen your ability to live Unity principles, to develop new mindsets and skills sets. It will engage you and others in your ministry leadership team in both individual and team development projects that will foster a greater experience of thriving in your spiritual community.

For more information about programs and registration:
www.unity.org/enlightenedleaders

or contact:

Rev. Deborah Frownfelter
Vice President Education, Leadership, and Ministry Development
Unity Worldwide Ministries
doe@unity.org

Enlightened Leaders Program Purpose

The Enlightened Leaders program is one part of the Transformation Experience program. The program was designed for ministry leadership teams—the minister(s), board members, LUTs, key staff, and other essential lay leaders.

The purpose of the Enlightened Leaders Program is to support New Thought leaders, as individuals and as a team, as they model for others a way of relating to the opportunities and challenges of ministry. They will inspire others to share their gifts and abilities in meaningful roles in the life of the church and in service to the community. This includes ministers, board members, licensed Unity teachers, and other lay leaders within your ministry.

The Enlightened Leaders Program develops key spiritual leadership dimensions, inherent attitudes, and skills that, combined, make up an individual's ability to effectively perform as an enlightened leader within a truly thriving ministry. This program provides skills and inspires individual action in support of more spiritually mature leaders.

Enlightened Leadership Dimensions (Competencies)

Key leadership dimensions are inherent attitudes and skills that combine to make up an individual's ability to effectively perform as an enlightened leader within a truly thriving ministry.

Here, we clearly articulate the leadership dimensions and individual actions that are critical to creating the vision of a thriving ministry in all aspects.

Enlightened leaders must be...

Enlightened leadership involves shifts from traditional ways of leading. The Enlightened Leaders Program, part of the Transformation Experience, provides opportunities to explore those shifts together with others in your ministry's leadership team, to deepen your ability to live Unity principles, to develop new mindsets and skills sets. It engages you and others in your ministry leadership team in both individual and team development projects that foster a greater experience of thriving in your spiritual community.



Enlightened Leaders Season 2 Webinars & Presenters

Webinar 1:
November 18, 2010
7:00 P.M. CT

**Modeling Abundance Consciousness as a Leader:
Changing Church Culture from Getting to Giving**
Presenter: Chris Michaels



Course Description

Whether you are looking to manifest abundance in your church or in your personal experience, this webinar is a **must see!** Rev. Michaels broadcasts a weekly radio show on Unity.fm on the subject of *Living the Prosperous Life*. He genuinely “walks the talk” of the abundance principles and will be with us to share the secrets of his success! This course is designed to help you make a dramatic shift in church culture, and in so doing, create a more prosperous environment. It offers specific techniques and outlines new strategies on exactly how to implement this change.

In addition to learning how to create a sustainably prosperous church, you will also gain new insights on your Ministry and the unlimited power it has to change the world. The following subjects will be covered:

- The globally transformative teachings of New Thought
- The value of your unique Ministry
- Changing church culture from a getting consciousness to a giving consciousness
- Modeling and setting standards for leaders
- Specific techniques to use to create a more prosperous church
- Communicating the culture by using your website and social networking sites.

Webinar 2:
February 10, 2011
7:00 P.M. CT

The Call to Leadership & Stewardship
Presenter: Gregg Levoy



Course Description

Among the challenges of leadership is understanding and activating the deep motivations in other people—their callings, their sense of passion and mission, what they most want to achieve and contribute. People who operate from these deep motivations work with great enthusiasm and dedication and don’t need a lot of managing.

But to get at these deep drives and unleash their power requires courageous self-reflection, which is ideally modeled by leaders—by knowing your own deepest passions and purposes, knowing who you are and what you’re here to do. To the degree leaders are clear and engaged in their own sense of mission, service and integrity, with what they stand for (and thus what they won’t stand for), that is the degree to which they can then inspire others to contribute, to be engaged and impassioned.

Knowing oneself is as crucial to good leadership and stewardship as knowing one’s congregants and one’s craft.

Webinar 3:

May 12, 2011
7:00 P.M. CT

**Spiritual Leader as Coach: Bringing Out
the Best in Others**

Presenter: Jackie Woodside



Course Description

Once someone has been called into service, it is the joy and responsibility of an enlightened leader to help set them up for success. Taking the time to understand the skills and passions of others, positions us to coach people from where they are to where *they* want to go.

If you are a ministry leader, a leader in your work or home, or just considering leadership, this webinar will be invaluable for helping you tap into the enlightened coach within you! No one cares how much you know until they know how much you care. BE that leader whom you most admire in the world, the coach that inspires others into their own greatness...

Webinar 4:

August 11 2011
7:00 P.M. CT

**Developing Effective Teams: Transforming
Teams into Sacred Circles of Service**

Presenter: Cher Holton



Course Description

Successful teamwork is NOT a miracle! Maybe you've successfully created lots of teams or perhaps supporting groups is new for you, but your staff and volunteers are ready to share their gifts in service. Now comes the greatest leadership challenge of all: helping them be effective, inspired, dedicated, functioning teams - teams made up of people who live the Truth Principles as they contribute to your thriving spiritual community! It doesn't take a miracle... but there are specific tactics that make it much easier. And everyone has a role to play in assuring the success of their team.

Participate in this webinar to develop the tools needed to support teams of all sizes towards measurable outcomes and positive relationships!

All Enlightened Leaders learning events include:

- webinars
- multimedia presentations
- workshops at Unity Convention
- team surveys
- assessment tools
- other items from presenters

Testimonials—What Participants Are Saying

The Enlightened Leaders program is making a difference in our leadership, and therefore our congregation.

Lane Williams, minister, Unity Church of Vermont

We already are seeing amazing things among our Enlightened Leaders group! We are very excited about where this is taking us!

John Crist, Unity of the Valley (Minnesota)

I am very impressed with the vision, courage and collaboration needed for such a project (Enlightened Leaders). I attended both the Doug Krug Enlightened Leadership webinar and the Cindy Wigglesworth Spiritual Intelligence webinar. I strongly believe this model of leadership is a perfect fit for Unity.

Lesa Fichte, Unity of Practical Christianity (New York)

I am new to Unity and just when I was getting over the excitement of discovering the church, we started into the Transformation Experience and I was blow away all over again.

Frank Midgley, Unity Church of Life (Tennessee)

The more we get into it (Enlightened Leaders), the more value we see.

Steve Carty Cordry, minister, Unity on Cape Cod (Massachusetts)

Frequently Asked Questions

What has been the experience of the first year's program?

We are thrilled to report that one hundred and one ministries participated in Season One!

The program invites major change in the approach to ministry and leadership development. Any major change effort can challenge people in their way of being and leading. As ministries experience this program, they report that their leaders are growing in consciousness and developing new leadership practices.

The program is supporting their growth as a team as they experience renewed energy, shared vision and language, new commitment to each other, and much more. They are ready to build on collective strengths and face the real work of leading a ministry in new ways. (See the Testimonials section above for comments from Season One participants.)

What is the schedule for the Season 2 webinars?

Webinar 1:

November 18, 2010

Modeling Abundance Consciousness as a Leader: Changing Church Culture from Getting to Giving
Presenter: Chris Michaels

Webinar 2:

February 10, 2011

The Call to Leadership & Stewardship
Presenter: Gregg Levoy

Webinar 3:

May 12, 2011

Spiritual Leader as Coach: Bringing Out the Best in Others
Presenter: Jackie Woodside

Webinar 4:

August 11 2011

Developing Effective Teams: Transforming Teams into Sacred Circles of Service
Presenter: Cher Holton

Although the program is designed to be interactive and we'd love to have you join us live, each webinar is recorded and archived so each session is available to you on your schedule. Keep in mind that the Enlightened Leaders program consists of three components for each development module:

- Pre-webinar activities—Individual activities in preparation for the webinar
- The live webinar event
- Post-webinar activities—Group development activities after the webinar

It is truly an actionable, comprehensive leadership program, like nothing we've offered before.

What are the pre- and post-activities like? How much time will they involve?

In order to maximize the learning and real-world application of the virtual sessions, adult-learning principles have been considered. Statistics prove that retention of any type of training increases dramatically when we have the opportunity to "use" the learning within the framework of our own experiences. To accomplish this, we give you opportunities to enhance the webinar event:

- You can expect to devote 45-90 minutes before each event for individual development and preparation (pre-activities). This may include assessment, brief videos, journaling activity, brief articles, and/or other resources relevant to the speaker's material.
- Since these modules are designed for your ministry leadership team to attend, we also provide you the tools to facilitate a group activity reinforcing the lessons following the virtual sessions (post-activities).

The group sessions apply what you've just learned to specific goals and situations you are working through within your own ministry.

- The amount of time you spend on the post-activities is up to you. You may be able to work through the material in a one-hour meeting, or you may choose to take a deeper dive into the content and really build a plan of action with your team. There will also be some optional activities available in support of group development that you can engage in on your own time. Towards your own objectives.

All pre- and post-materials and the any additional information will be available to you on the TE Interactive website well in advance of each live session.

What if the dates of a virtual session don't work for us?

If, for some reason, your team or certain members of your team are unavailable to participate in the live sessions, you will be able to access them afterwards via an archive link on the TE Interactive web site provided to you after your application is submitted.

That said, there is a distinct benefit to the live sessions—you'll have the chance to ask questions and share in the group dynamic in real time, as well as benefit from the collective energy of the movement as the whole. It's a wonderful chance to connect with other leaders who share your concerns and aspirations.

What will the online community be like?

The purpose of creating the special TE Interactive web site (available upon enrollment) is to promote interaction and ongoing learning among all participants. You can expect to find:

- Electronic archive of Enlightened Leaders documents and learning materials.
- Archives of recorded virtual sessions.
- Links to pre-submit your questions to the webinar speaker prior to the event.

Which leaders need to participate?

Your ministry can benefit most by including anyone you feel has (or will have) a significant leadership role within your spiritual community. At a minimum, we would expect your minister(s), licensed Unity teachers, and board members to participate. It would benefit your ministry to involve any other lay leaders you deem appropriate.

The more leaders you involve, the greater the value you receive.

I know there's a cost associated with providing leadership training, so how much is this going to cost each ministry?

Our internal market research indicated that a basic, general leadership webinar training ranged anywhere from \$5K-\$25K a year for full lead team participation. The Enlightened Leaders program is customized specifically for the needs of New Thought ministries at a fraction of the cost. We are excited to offer this and grateful to everyone who has dedicated their time, talents and treasures to make it happen.

Details of the fee structure are available on page 12.

Can I do this by myself or do I have to be part of a leadership team?

We recognize there are people who are looking to take on leadership positions, between leadership roles, or attending ministerial training that are not yet part of an active leadership team. To support thriving ministries and enlightened leaders throughout the Unity movement and beyond, we welcome anyone who is interested in benefiting from the program. The program fee for individual varies from that of the groups, so be sure and check out the fee structure on page 12.

For more information about programs and registration:
www.unity.org/enlightenedleaders

or contact:

Rev. Deborah Frownfelter
Vice President Education, Leadership, and Ministry Development
Unity Worldwide Ministries
doe@unity.org

Enlightened Leaders Program: Who Can Apply

The Enlightened Leaders Program is designed for leadership teams of ministries (churches or centers) who are ready to fully model spiritual principles and are aligned with the integral principles of the Thriving Ministry Model. Application is open to any established ministry leadership team willing to make the following transformative commitments:

Transformative Commitments

- To participate for a full year in the Enlightened Leadership Program. (Four learning events with assigned integration and application activities between events.)
- To model the spiritual practice of tithing.
- To affirm that their ministry is aligned with, and committed to, Unity Worldwide Ministries' vision: "Centered in God, we co-create a world that works for all."
- To send a delegate (minister, board member, licensed Unity teacher, or other lay leader) to the annual Unity People's Convention.
- To commit 3% (or \$400-see application) of their monthly income to the Unity Worldwide Ministries (aka Association of Unity Churches International) during their involvement in the program.

Readiness Indicators

In addition to the Transformative Commitments, the ministry leadership team must be able to answer, in the affirmative, to the following Readiness Indicators:

1. Our ministry has been recognized as a full-status ministry by Unity Worldwide Ministries for at least one year.

OR

Our ministry has been approved by Unity Worldwide Ministries and has been operating under the guidance of the Expansion Department for a minimum of two years.

2. Our minister or ministry is not involved in a Credentialed Leader / Ministry Review process.
3. We have access to an LCD projection system, high-speed broadband internet access, and the technological capability sufficient to present the Enlightened Leadership Program online learning events to our entire leadership team.

Program Fee Structure

Unity Ministry Leadership Team Full Program ¹	Non-Unity Leadership Team Full Program
\$4,800 paid monthly [\$400] or 3% ² level of monthly support	\$4,800 (can be paid monthly via credit card debit [\$400])
Access ³ to online network and resources	Access to online network and resources

¹Full program is one year or four modules

²Ministries supporting the Association at or above the 3% level per month pay no fee

³Access to online community forums, resources and archived modules

Leadership teams and individuals participating in the full program will have access to www.TEinteractive.org, a web site tailored specifically to team participants who wish to share information, experiences and support for one another.

Options for Individual Leaders

(Unity, or those outside of Unity)

If you are not associated with a ministry that is participating in the Enlightened Leadership Program, you may participate according to the following fee schedule:

- **Full Program:**
\$499 prepaid in full, or \$50 per month automatic credit card debit
- **Per Module:**
\$250 prepaid, pre-registered. Note: this option does not include access to the online interactive Web site.

Options for Individual Modules for Leadership Teams

(Unity, or those outside of Unity)

If your ministry leadership team does not wish to participate in the full Enlightened Leadership Program, your team may participate per module according to the following fee schedule:

- **Per Module:**
\$1,500 prepaid, pre-registered
Included:
 - Pre-webinar materials
 - Link and codes for live webinar
 - Post-webinar material
 - Any additional materials provided by the presenter

This option does **not** include access to TEInteractive, the online interactive web site.

Enlightened Leaders Program: How to Apply

How to Obtain an Application:

Those leadership teams capable of making the commitments and able to say “yes” to the readiness indicators may obtain an application to the Enlightened Leaders Program by doing one of the following:

- Go online to www.unity.org/enlightenedleaders and download the application.
- Use the application attached to this document.
- Contact Marti Hayes, Executive Assistant, Education, Leadership, & Ministry Development at edast@unity.org or 816.434.6861.

Items Required for Application:

- Signatures of your minister and board chairperson indicating that they all have discussed, understand, and agree to the transformational commitments and readiness indicators.
- Contact information for your minister, administrative support, technology support, Board president, and Board treasurer.

Application Review and Notification Process:

All submissions will be reviewed for completeness and qualified applicants will be admitted into the Enlightened Leaders Program.

After Acceptance into the Program:

Once accepted into the Enlightened Leaders program, you will be given an access code to www.TEInteractive.org. This website contains archived webinar materials, videos, and other helpful resources. Your minister and other contact personnel will receive updates and information about upcoming webinars and other program information.



Unity Worldwide Ministries



Enlightened Leaders Program Application



Date: _____

Ministry Information:

Ministry Name _____

Mailing Address _____

City _____ State _____ ZIP _____

Phone _____ Email _____

Website _____

Ministry Demographics: (optional)

Weekend adult worship service attendance: _____

Youth ministry attendance: _____ Ministry's annual income: _____

Leadership Team:

Please print all information

Minister(s) Information: (add lines as needed)

Name _____ Phone _____

email _____

Administrative Contact: (Preferred contact person for program updates.)

Name _____ Phone _____

Email _____

Board Members Information: (Board President and Treasurer)

Name _____ Phone _____

email _____

Name _____ Phone _____

email _____

Technology:

We have access to the technological capability (high-speed internet and media player) to engage the Enlightened Leaders Program: _____ Yes _____ No

Technology Contact:

Name _____ Phone _____

Email _____

Financial Commitment

All of the individuals identified in this application are in agreement with the transformation commitments and readiness indicators: _____Yes _____ No

We agree to commit to the following for Enlightened Leaders Program:

_____ 3% of our ministry monthly income

OR

_____ \$4,800 paid monthly (\$400 per month)

We, the undersigned, verify that all of the information in this application is accurate. We affirm the Transformative Commitments and Readiness Indicators.

Minister Name - printed _____

Minister Signature

Date

Board Chair Name - printed _____

Board Chair Signature

Date

Please return completed application to:

Marti Hayes, Executive Assistant
Unity Worldwide Ministries
PO Box 610
Lee's Summit, MO 64063-0610

Email to: edast@unity.org or Fax 816.525.4020