The page features a decorative design with three sets of concentric blue circles of varying sizes, arranged vertically on the right side. Two thin blue lines cross the page diagonally, one from the top-left to the bottom-right, and another from the top-right to the bottom-left, intersecting near the center.

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# **JOINING MODEL**

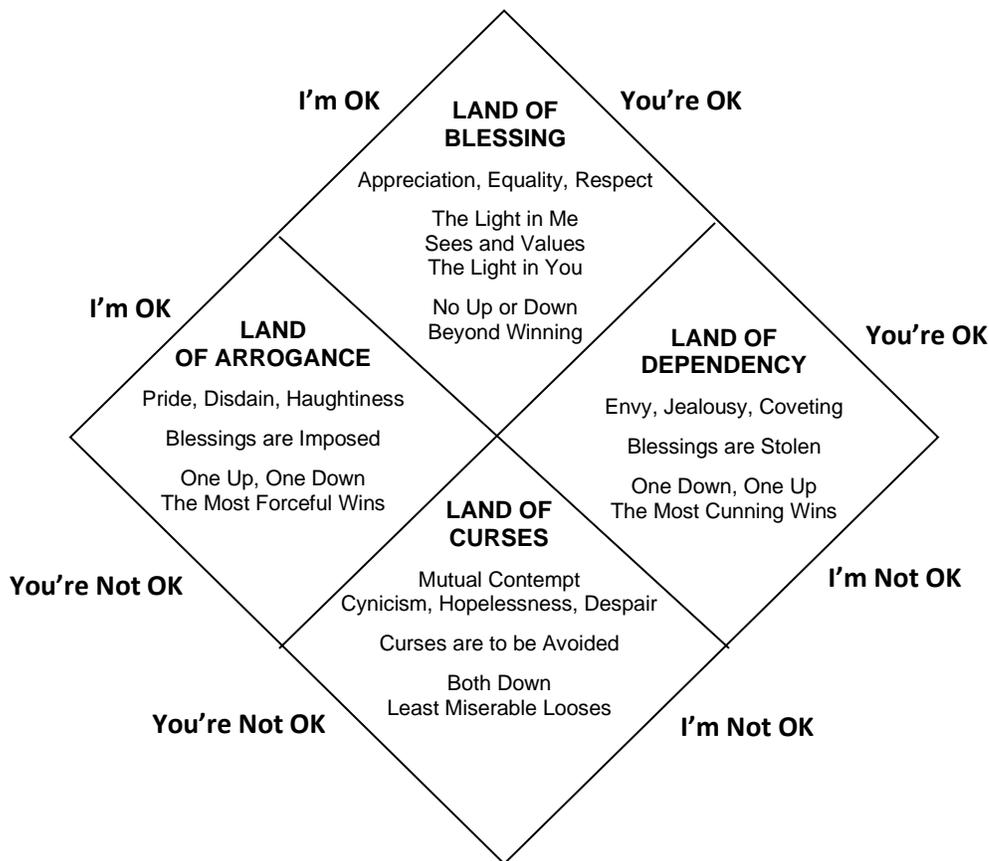
Transactional  
Analysis  
& Conversation

## Joining Model

### JOINING

Discerning what type of relationship we join with others is crucial as to whether we leave the other person in a state of resourcefulness or in a state of helplessness. The simple question is, will our conversations be a blessing or a curse? Being resourced means we've been blessed. Being left helpless means we've been cursed.

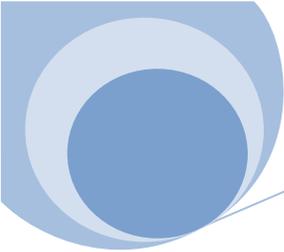
Combining the insights of Transactional Analysis and the language of "I'm OK, You're OK," made popular by Eric Berne with the approach of Appreciative Inquiry, Rob and Kim Voyle have plotted four ways we interact with others either as a blessing or a curse.



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### *I'm OK, You're Not OK: Land of Arrogance*

A large portion of church outreach has been offered from this perspective, often with disastrous results. We come into the relationship as the trained person. It can be easy to think "My way is better than your way." However this attitude betrays a certain hubris on our part as we comprehend the other person as not being okay and we seek to impose our solution upon them.



## Joining Model

### *I'm Not OK, You're OK: Land of Dependency*

If I do not perceive myself as being worthy of your blessing I will not be able to tell you what resources I need. My sense of shame and unworthiness will cause me to feel exposed and make me want to hide my growing edges. I will seek to steal your blessing. But the blessing will not be life giving as it will create dependency and reinforce shame. For some trained church leaders this relationship may be reversed where they are the ones seeking to steal the “favor” (blessing) of the congregation as the leaders perceive themselves as not okay.

### *I'm Not OK, You're Not OK: Land of Curses*

This is a common place for people to join with others – especially in a church setting. We know we have places that are “not OK.” Often we feel relieved to find others with whom we can share these places. Yet, because the joining is made at a place of weakness, the relationship only reinforces the weakness. For clarity it is fine to acknowledge our growing areas and places where we find hurt and pain. However, to leave the conversation at this juncture results in the person being unable to comprehend a way out of the present situation.

### *I'm Ok, You're Ok: Land Of Blessing*

We care for one another, not because some are needy, or we are needy, or both are needy; we care because we recognize the unique worth and dignity of the other. We compassionately discover what is good, and join that good to create the foundation for a successful resolution of the concerns at hand. Only in the land of blessing – when I am deemed okay – will I comprehend and validate within myself the internal attitudes and resources that motivate me to resolve the issues before me.

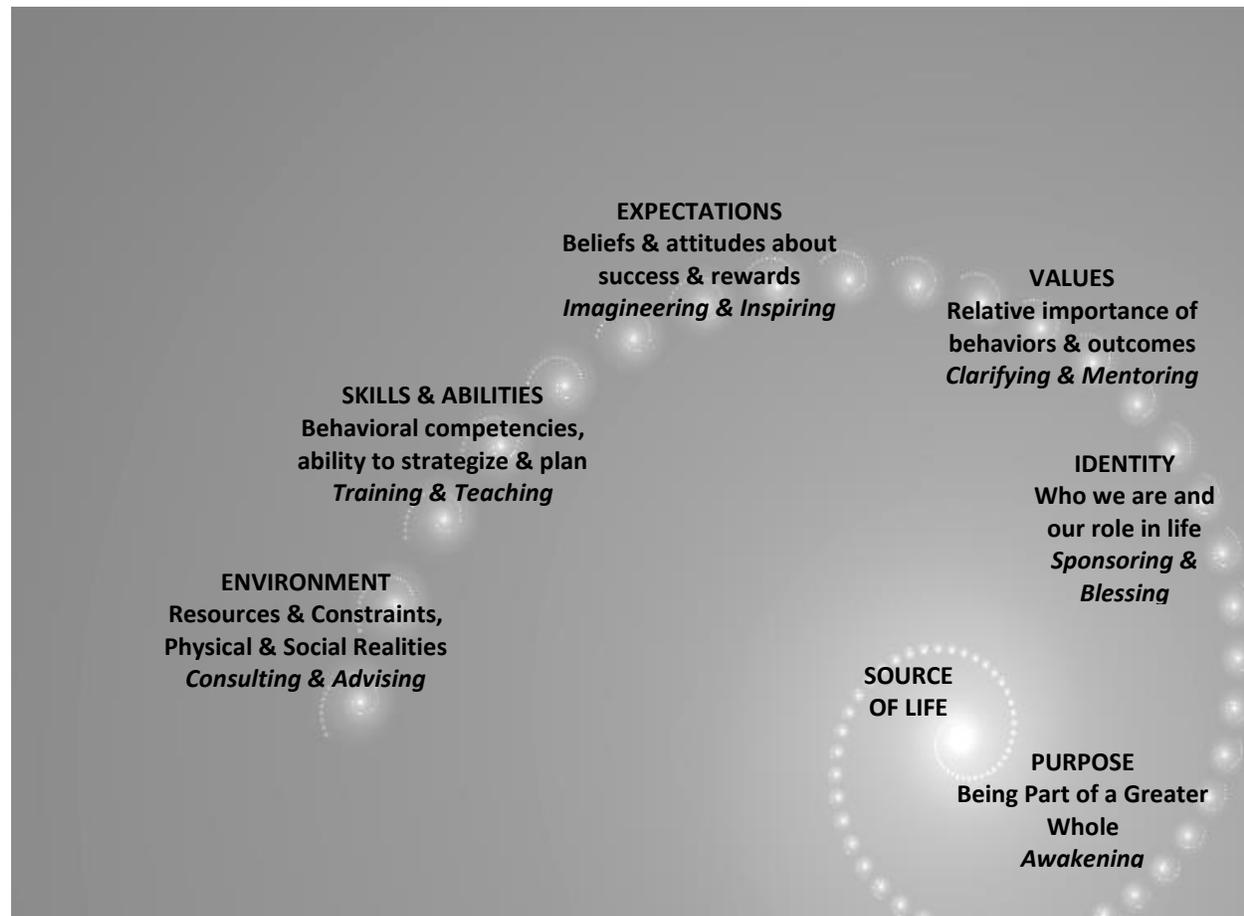
## THE UNFOLDING ORGANIZATIONAL SPIRAL

Rob and Kim Voyle have determined that for a church there are seven domains which contribute to the “outcome” or “product” of a church’s life: Source of Life, Purpose, Identity, Values, Expectations, Skills, and Environment.

### *Linear Domains*

Strictly speaking the **Environment** is the resources and constraints available to or imposed upon a congregation due to its setting. This could be facilities, budgets, size, shape of worship, etc. **Skills and Abilities** refers to competencies of the people who make up the congregation. These two domains are considered linear. In these areas we are seeking things which extend our capabilities but do not necessarily effect a fundamental change in the other domains.

## Joining Model



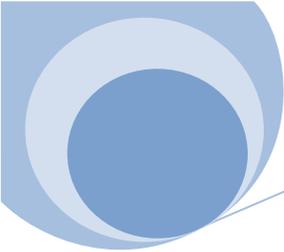
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### *Transformative Domains*

Domains are considered transformative as changes made in these areas will also transform the domains that are above/after them. **Expectations** deals with the beliefs and attitudes concerning success and rewards. A change in Expectations will necessitate a change in both Skill and Abilities and Environment.

**Values** deals with the relative importance of behaviors and outcomes. We choose values due to the consequences associated with the values. Typically, we express certain values because the consequences of those values are deemed more favorable than other consequences. A change in this domain will effect a change in Expectations, Skills and Abilities, and Environment.

**Identity** speaks to the core of who we are. Identity helps us to “flesh” out a congregation’s role in the local community. “That’s the gay church” helps us understand that this church is involved in ministries of equality and justice. “They’re the strict church” alerts us that this church places emphasis on purity before the face of God, etc. If a congregation changes its identity then it will



## Joining Model

also be changing the Values, Skills and Abilities, and Environment needed to live out the new identity.

The domain of **Purpose** is the area in which a church's sense of being a part of the greater whole emerges. Who are we in relationship to God? Who are we in relationship to the community? A change in the primary sense of Purpose of a church will obviously transform its sense of Identity, the Values that manifest the Identity, the Expectations endeared by those Values, as well as the Skills and Abilities needed to live out these Expectations and the Environment which is constructed.

The foundational domain in a congregation's existence is its **Source of Life**, or God. Everything in a church flows from its sense of who God is, what God is about in the work of creation, and how God is calling/inviting us to partner in the cause of redemption. A change here will transform the entire culture of the local congregation.

It is important to note that changes move out from the Source of Life. They do not move in reverse. A change in Expectations will not affect one's Values or Identity. However, as we have seen, a change in a transformative domain will affect all the domains above/after it.