

True Parents' teachings on Heavenly Tribal Messiah tribal organization

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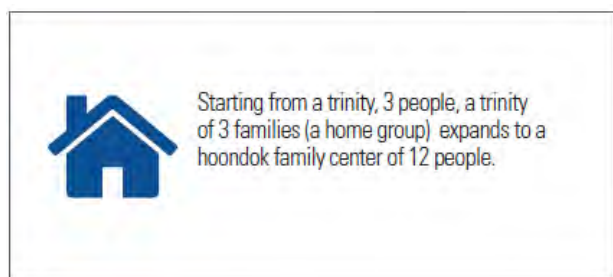
Excerpt from Managing and Caring for Your Heavenly Tribe

In this book, we have sought to summarize True Parents' teachings on how heavenly tribal messiahs can organize their tribes and facilitate rotation and revolution according to the order of creation.

1. Establishing an HTM coaching management organization

When the HTM organization expands, it will have a human organization comprising thousands or tens of thousands of people beyond 430 families initiated from three people. Moreover, leaders of Cheon Il Guk are running the organization. What do we need to do to run such a large organization? Experience of leading tens or hundreds of people will not be sufficient preparation. The HTM needs to be a leader of an organization that has hundreds, thousands or tens of thousands of members. In order to achieve this, we need to apply the organization composition and the management components of business conglomerates, which are managing big groups in the most advanced and exemplary manner. This requires coaching leadership.

The organization of Cheon Il Guk is different from that of a general social organization. It must have true-love leadership that mutually cares and supports. It should be an organization of leaders, beyond a management organization. In other words, it should become a coaching-leader organization that has hyojeong leaders who lead rather than manage. For this purpose, members learn how to be leaders specifically in Leader School III. The family nurturing structure, in which the invisible spring of love flows, must run within the home group. It should appear as a one-on-one nurturing structure centered on the trinity as parents and siblings raise a child in a family.



(1) Establishing a nurturing, coaching leader

We need to train and support those who have the spiritual gifts of serving and teaching others and the heart of loving souls among members who received coaching training according to the situations of HTM Leader School or Hoon Dok family association. A trinity home group, the three-, twelve- thirty-six-person structures and the twelve-person Hoon Dok family association must have at least one professional coach. Even if that person is not an expert, the person must receive training so he or she can nurture and coach newcomers on a one-on-one basis, like a mother. In this regard, each spiritual parent needs to be a coach. One can acquire these attributes in Leader School III. The coach serves as a guide to help members have confidence in salvation and to settle well in the home group and Hoon Dok family association. Moreover, the coach takes responsibility for helping members mature spiritually. When the coach does these jobs, people tend not to leave the Hoon Dok family association. When a stranger attends a meeting, the person stays in the meeting and the coach helps the person to grow spiritually.

The principle of coaching is that we must nurture a new member one-on-one or in a small group such as the trinity. In the trinity, there are invisible roles, such as grandfather, parents, children. Therefore, you should not lead your home group hastily. The principle is to work thoroughly, one-on-one through the trinity. In doing so, it is possible to give customized training and form rapport successfully, owing to confidentiality. Therefore, it is possible to consult others and know their current struggles. Consequently, the trinity can heal and treat the new member well and increase the organization's growth. Because the early church established the spiritual parent structure and the trinity structure well, it was able to produce many good leaders, whom we can see now.

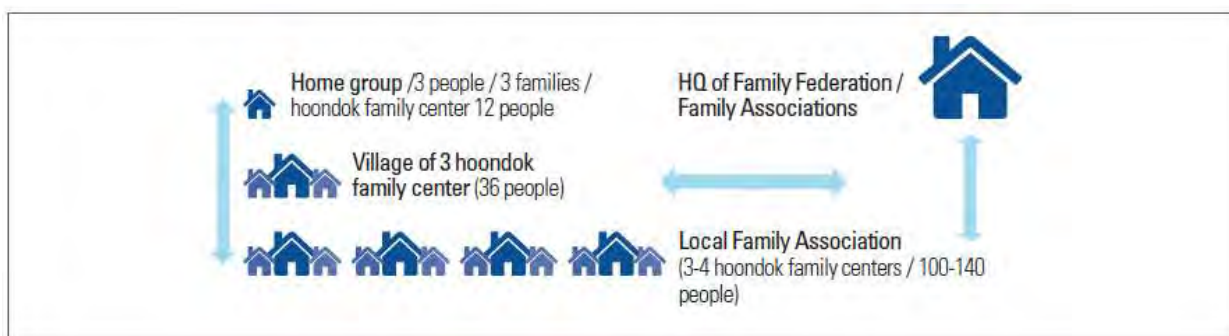
One-on-one caregivers help members see what kind of spiritual gifts they received from God through what is called the DISC assessment, which is based on psychological research that uncovers the behavior type of each person, helping people to draw their own profile in response to questions. A coach is assigned, according to the gifts identified by the assessment. When the caregiver builds his Hoon Dok family association or HTM Leader School in stages of twelve, thirty-six, seventy-two and 120 people, he may perform an outstanding ministry, often better than other religious workers (including pastors, witnesses or staff members). They will be valuable workers joining the beautiful mission. They are the

hands and feet of the heavenly tribal messiah. They are the spiritual leaders of the tribe for the rest of their lives. When 120 one-on-one caregivers are established, they become the driving force of FFWPU and achieve a remarkable revival as professional ministers. As the previously studied three-cycle home group and sixteen-week report-meeting program [not covered in these excerpts of the books] also connect to a coaching style, there will be a continuous opportunity for the leadership to serve others.

(2) Establishing core coaches for expansion

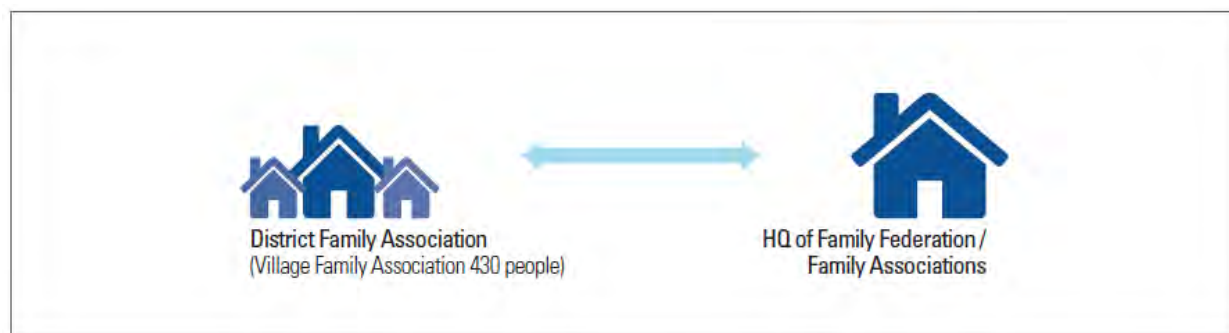
One-on-one coaching care has limitations. However, one-on-one coaching care is the most powerful method because it can increase the spiritual maturity of a person in a customized way, according to the degree of faith of particular members. To do it at any time in a small Hoon Dok family association (twelve to thirty-six people) is possible. However, it is difficult when a Hoon Dok family association grows to over a hundred people. Therefore, one-on-one coaching care should be set up within a home group framework and the skills involved should be employed in healthy ways based on coaching techniques.

Caregivers should be able to reach the professional level. Generally, we recommended having at least one professional coaching leader in each twelve-person Hoon Dok family association. Additionally, we can have excellent organization management if the organization is based on well-structured home group report meetings and other small groups. If home groups of fewer than twelve people expand by forming trinity relationships, making relationships, receiving community training as needed, its management organization will remain viable until it grows to over 430 people. This will be a successful system for a large group. At the time of the initial home-group report meeting, it already starts with three coaches centered on the heavenly tribal messiah, so the Hoon Dok family association will make use of one to four coaches.



(3) Establishing a core coach for mid-size groups

Several home groups become a Hoon Dok family association and their union makes a mid-size home group. Then it will become a "village FFWPU" (city ward and block). These mid-size groups should offer community training and service opportunities for education and training, including various leader school programs to produce strong groups benefiting local organizations. Alternatively, a mid-size group can divide into districts. You might divide it into twelve districts, with districts one to six grouped as village one and districts seven to twelve grouped as village two. Each village will have a leader. In other words, training and educating will take place within the village units. Additionally, a mission declaration clarifying the mission and value of the village should emerge through the coaching training of core leaders of various groups, such as a blessing family group, a young adults group, a male evangelistic group, a female evangelistic group, etc. The activities of the village shall agree with the vision of the village. FFWPU in a village is composed of twelve or more coaching staff members. It is desirable that these coaches become recognizable figures in society and the nation through the training and education of Leader School III. In South Korea, more than seventy Korean and Japanese missionaries currently hold coaching certificates given by recognized institutions. Reports state that for increasing a missionary's ability to attract and nurture people, earning a coaching certificate is more effective than experience in missionary activities.



(4) Establishing coaches for large groups

Home groups grow into Hoon Dok family associations. Hoon Dok family associations become district (or village) level FFWPU. When these districts are established, other regions or villages create districts and they join in making a large group, which the association of Hoon Dok family churches should approve. For example, in the case of a parish, FFWPU, representing the villages of a region will be assembled to make up a parish. This organizational process is the procedure of becoming a large group, starting from home group pioneering. FFWPU chapters in villages come together to make a large group. A heavenly tribal messiah that has blessed 430 couples, is continually multiplying blessed families and leads other blessing activities will form the large group. When this occurs in each country, we will be able to see the process of the restoration of the country. As True Mother said, "The restoration of the country will be confirmed when twelve families are successful in completing the heavenly tribal messiah mission with 430 families."

Currently the heavenly tribal messiah movement is established and active in many Asian countries. However, most of the work takes place far from our existing large groups, which are mainly located in the capital or city centers. Moreover, heavenly tribal messiahs are bringing victory and blessing small cities and towns in rural areas, not big cities. Therefore, in many situations, people receive the blessing first and education later. In this circumstance, the blessed families seriously require good organization, nurturing and education management structures. We must try hard to assign blessed families to trinities, bring them to a home group, assemble them as a Hoon Dok family association, and create a parish by putting Hoon Dok family associations together in a village. The coaching- leader organization is essential to lead this process successfully. The education of a coaching leader is accomplished by going through a process of experience and mastery while running the home group report meeting. In the 430-family heavenly tribal messiah organization, the ideal is to establish a coaching staff committee that can work with the coaching staff. The third term of the HTM Leader School will explain the coaching leader organization in detail.

So far, we have reviewed the process of a blessed family multiplication system that starts from the trinity home group and grows to a large group. This process follows the way True Parents worked to initiate and grow today's FFWPU.