



Pascasie Mukanyandwi  
Member of *Ubumwe*  
("unity") savings group  
RWANDA



**HOPE**  
INTERNATIONAL

## Spiritual Integration IMPLEMENTATION GUIDE

### WHY CREATE THIS GUIDE?



**A common language is key to achieving a shared vision.**

In Genesis 11, God saw His people gathered in rebellion. They were building a tower to the heavens to make a name for themselves. To stop the tower's construction, He supernaturally confused their language.

In Acts 2, the disciples gathered together, waiting for the promised Holy Spirit so they could fulfill their call to make disciples of all nations. To enable the disciples to share the Gospel with people from every nation that were staying in Jerusalem, God supernaturally unified their language.

*In both of these stories, we see how a common language is key to achieving our shared Christ-centered vision.*

This updated guide is designed to provide a common language for how we talk about and pursue Christ-centeredness at HOPE. We hope that the framework and supporting principles will serve as useful tools as we continue exploring together how to bear witness to Christ and His Kingdom.

### HOW TO USE THIS GUIDE

This guide highlights the different layers of our approach to spiritual integration at HOPE. While the primary use is to provide a common language, we want to highlight other specific intended uses:



**VISION AND FRAMEWORK** All stakeholders can use the vision and framework to explore opportunities for bearing witness to Christ and His Kingdom, individually and corporately. We hope that all staff can recall the vision and framework and identify ways that it is being pursued.

**PRINCIPLES** These describe existing strategies and highlight opportunities for improving or developing new strategies. We do not expect programs or staff to recall or report on all of these principles, unless they find it useful to do so.

**PRACTICES** HOPE's Spiritual Integration team keeps a library of ways principles are being practiced around the network. They can answer questions about specific principles upon request.

**?** **REFLECTION QUESTIONS** *This guide contains reflection questions that can be used in design and planning conversations as we develop spiritual integration goals and consider opportunities for strategic development.*

## A VISION FOR BEING CHRIST-CENTERED

Jesus is the true light that overcomes the darkness and gives light to everyone. We are witnesses to Christ who has come and is coming, and we are witnesses of His Kingdom that is shining into the darkness.



*"The true light that gives light to everyone was coming into the world."  
- John 1:9*

We bear witness to Christ and His Kingdom.

? *How does this vision relate to our personal and corporate callings in Christ?*

? *How do we regularly refresh this vision?*

## FRAMEWORK

*We bear witness to Christ and His kingdom through...*



**Who we are**



**How we work**



**How we serve the Church**

? *If your team was asked how we bear witness to Christ and His Kingdom, how would they respond?*

? *How are we regularly reminding and equipping each other to see opportunities for bearing witness in these ways?*

## PRINCIPLES FOR BEARING WITNESS

**How might we bear witness to Christ and His Kingdom through who we are, how we work, and how we serve the Church?**

Like a prism held to pure light, asking this question reveals a spectrum of infinite possibility. Here we have listed some principles that are descriptive of effective strategies.



**Bearing witness through who we are:**

- We recruit for holistic mission and culture fit.
- We develop and manage staff holistically.
- We love and care for one another.
- We grow as disciples of Christ, committed to making disciples.
- We model and celebrate PASSION\*.
- We study and apply the Word together.



**Bearing witness through how we work:**

- We integrate the Word and Gospel proclamation.
- We pursue and assess holistic impact.
- We pray as a foundational part of our work.
- We work with excellence and integrity.
- We seek to serve the underserved and unreached.
- We listen and respond to those we serve.



**Bearing witness through how we serve the Church:**

- We encourage the Church in its call to discipleship and holistic ministry.
- We share and collaborate with open hands.
- We foster relationships in the local church and broader community.
- We advocate for the Church and its expansion.
- We encourage staff in their personal engagement with the local church.

\*P - Prayer, A - Allegiance, S - Service, S - Stewardship, I - Innovation, O - Optimism, N - Nurturing

? *Which of these principles feels true of your program, ministry, or department?*

? *Which of these principles does not feel true of your program, ministry, or department?*

? *Are there any principles that should be highlighted for exploration in the coming year?*

## PRACTICES

Principles in action may look different in different contexts. Distinguishing between principles and specific practices gives programs freedom to bear witness in diverse and beautiful ways. For this reason we do not outline specific practices here.

As we allow for diverse expressions of the principles, we are faithful to regularly review our practices. Being honest when an approach is not effective drives us back to the principle and encourages us to look for a new solution.

? *How can we review and assess the impact of our practices?*

? *What practices should we develop, improve, continue, or stop in order to increase our impact?*



### Want to learn more?

If you have questions about the framework, principles, current practices, or tools being used to monitor progress, please contact:

**HOPE's Spiritual Integration team**  
spiritualintegration@hopeinternational.org