

# Unification

## Envisioning the Future

## What does it Mean?

Unification is the transition to a **LOCALLY FOCUSED** community structure with effective **CENTRAL ADMINISTRATIVE** support. Legally, it is the merging of individual MKP Centers with the ManKind Project USA 501(c)(3).

A number of administrative, legal, and financial functions will be consolidated at the national level, and resources will be directed from the national level to support local Area Enrollment, I-Group, and community development.

From 32 Centers will emerge a number of MKP USA Areas encompassing hundreds of geographically distinct I-Group Centered Communities, each working together to build, sustain, and grow healthy men and communities.

## Defining Terms:

### Center

Prior to Unification the Center represented the primary legal, regulatory, tax, administrative, financial and governance unit for an independent but subordinate corporate organization.

### Area

After Unification, a geographic unit encompassing Sustaining and Developing Communities as well as I-Group clusters and New Warrior Brothers not included in the MKP Chartered Community. The area is responsible for Community Support and Coordinating NWTAs & Next Level Trainings.

### Community

A geographic area typified by town or portion of a larger city, defined by counties and characterized by loyalty to location, in which a cluster of I-Groups and NWBs not in I-Groups join together in commitment to building community as defined in Community Declaration and Charter documents.

### Sustaining Community

A Community characterized by 40 or more men who have declared their commitment to initiating and maintaining the activities and structures needed to maintain an MKP USA men's community.

### Developing Community

A community characterized by 10 or more men who have declared their commitment to creating "Sustaining Community."

### Community Coordinator

A Community Coordinator is an elected volunteer representative who assures that community activities are completed in a robust and good way. If he is from a Sustaining Community, he is a full voting member of the Area Stewardship Council. If he is from a Developing Community he sits on the Stewardship Council as a voting member in rotation with the Area's group of Developing Communities.

### Transitional Council

The leadership team designated by the Center to transition to a Community/Area configuration and populate a Stewardship Council.

### Stewardship Council

Consists of the Community Coordinators from each Sustaining Community and Coordinators from Developing Communities representing one or more Developing Community (serving in rotation). The purpose of the Stewardship Council is to provide Operational leadership for the Area.

### Area Administrator

The Area Administrator is a W-2 employee. (A transitional volunteer AA may serve until the full Area is formed.) The Area Administrator provides primary support for Communities, Next Level trainings and the Stewardship Council. The AA is supervised by the MKP USA Executive Director and the Chair of the Area Stewardship Council.

## Beginning State: End State:

MKP USA Center	→	MKP USA Area
Council / Board	→	Area Stewardship Council
Independent 501(c)(3)	→	Part of MKP USA 501(c)(3)
Center responsible for Legal & Financial Reporting	→	MKP USA responsible for Legal & Financial Reporting
Center creates budget	→	MKP USA & Area create budget
Center responsible for accounting and banking	→	MKP USA & Area responsible for accounting and banking
Center is Central, I-Groups often an afterthought	→	I-Groups are Central to Area vital to Area functions
NWTA drives community	→	I-Groups drive community



*The Detroit City I-Group*

**There are now 8 Areas Unified and 10 more in the process of Unification, and a number of Communities already signing on as Developing or Sustaining Communities.**

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## What I-Groups will Build

## What do we do next?



Ceremonial Signing of  
the Intent to Unify in Colorado

Begin setting the foundation for our next generation of growth in community. **Identify. Connect. Organize.**

**Imagine Open Men's Circles and I-Groups in over 200 cities and towns across the country; banded together as communities, actively taking individual and collective responsibility for our shared future.**

“Dunbar's Number” ... 150 ... the number of social relationships one person can maintain without easily losing track. The right size for a community. It's a number we're focused on in Unification / Decentralization.

# 150

### **How to begin from the ground up as your Center becomes an Area.**

Focus on small geographical communities that maximize the effectiveness of our I-Groups in building and maintaining social connections. Expand those connections.

### **Begin now!**

- **Look for natural alignments and clusters of I-Groups** in a geographical area to create proposed communities; use Counties as boundary lines.
- Record Community Contacts
- Form task oriented groups to work on the development areas on the right.
- Select Community Stewards to form a Stewardship Council.

### **I-Group Centered Community**

- **I-Group Support & Circles Facilitation Team**
  - I-Group Facilitation & PIT Leadership
  - Open Men's Groups & Open I-Groups
  - Head Heart & Soul / Intro to Mens Work
- **Community Building Team & NWTAs Support**
  - Outreach to New Warriors
  - Engagement, Retention & Membership
  - Social, Family & Multicultural Events
  - Service & Action in the world
  - Support for NWTAs & Homecomings
  - Support for Next Level Trainings

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## Myths of Unification

### **There is no need to do this. We get nothing back.**

Banding together helps ALL our communities thrive. The level of legal, financial and administrative reporting has proven more than many men are willing to take on as volunteers. As a result, some important legal and financial details have gotten missed, putting many of our centers at risk, costing us a lot in hours and stress, and burning out our brothers. We're taking action to relieve men from administration, so that we can focus on the men's work we want to do in our community: Trainings, Community Events, and Outreach.

To the contrary, we get a lot! A full time MKP USA staff is carrying out administrative tasks (e.g. Finance and Accounting, MKP Communications, IT Infrastructure, Membership, Legal Reporting, Insurance). In Unification, these services are expanding even further; budget support, credit card and PayPal support, additional web support. We are moving some of the complex and time-intensive tasks up to the central organization so that we can focus locally. MKP USA will continue to make investments in new curriculum, Marketing, and PR channels.

(including support of I Groups), advanced training and leadership track programs, and community building. Very little will change in our ability to make our own decisions. Local communities will have greater power to make decisions and take action.

### **We will lose our relationship with one another.**

We still have our Community, our Center; the title and focus is shifting. Now we are called an "Area." The Area contains the same New Warriors that were part of the Center, but now they are organized into more functional Communities of I-Groups ("Sustaining" and "Developing").

The bonds that really need to be strong are those within and between I-Groups. How strong are they now? The new structure makes community between I-Groups the foundation of our Area. The NWTAs, which bonds 50 men together a few times a year, will continue to play a strong role in the community, but it will not have to carry so much weight in maintaining our bonds of brotherhood.

### **"They" take all our money.**

First: "they" is "us." We are all part of this network of New Warriors. ... AND ... The money a center transfers at the time of unification is still theirs. Every dollar transferred to MKP USA receives a dollar for dollar "Unification Credit" that can be used toward any future budget needs for the Area. Everything an area "earns" going forward, including membership revenue, will also be in used in meeting the needs of the Area budget.

### **We will lose our autonomy.**

In many ways, we actually gain autonomy. And we will collaborate with MKP USA about the 'big picture.' It is important to remember that MKP USA wants us to grow and bring the gifts of The Mankind Project to the world. They are not in the business of saying "no."

WE collectively decide what WE want to have happen in the areas of recruitment (including NWTAs), retention of Men

## [MKPConnect.org/unification](http://MKPConnect.org/unification)

**There are a number of useful resources online to help with understanding and moving forward with Unification.**

At [MKPConnect.org/unification](http://MKPConnect.org/unification), you will find a number of links to information about the history, the process, and the nuts and bolts of unification.

It's also important to recognize that, as in so many areas of our work, Unification is a process, an ongoing Hero's Journey into our shared future. As we move forward, we continue to trust the hearts and minds of good men ... and to 'trust the process,' pursuing our vision with wise action.



**The 2013 Meeting of the Center Council. Men mentoring men into the future of MKP USA.**