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INTRODUCTION

ROADMAP TO RECONCILIATION IGUIDE

PURPOSE

The goal of this IGuide is to help leaders guide their local church, ministry, or organization through the process of facilitating reconciliation. It is a comprehensive curriculum that enables Christian communities to move beyond simply increasing numerical diversity and verbal commitments to reconciliation, to creating a culture that leads to sustained action and systemic change. Therefore, this IGuide is for Christians who want to actively work for reconciliation that brings hope and healing in communities all around our divided world.

INTENDED AUDIENCE

Christian and faith-based organizations of all shapes and sizes can use the IGuide: churches, para-church ministries, Christian colleges and universities, non-profit organizations, etc. This IGuide is designed to be contextualized to your specific needs and is intended to be used by a Leadership Team (LTeam) of people who are committed to reconciliation, diversity, and justice.

HOW TO USE THE IGUIDE

The IGuide is written with the intent to be used in conjunction with the book *Roadmap to Reconciliation 2.0*. This 7-Phase training tool is meant to be used by an internal LTeam in a church or organization over 6-9 months. Since each context is unique, teams can adapt each IPhase and the accompanying activities in the IGuide to suit their specific setting. If an activity doesn't fit quite right, change it up. If a certain conversation goes deep and seems especially fruitful, stay with it longer and press in. Remember that reconciliation is a process, and we are not focused on seeking "right answers." Instead, the IGuide provides a strategic plan that can be adapted to meet the specific realities and needs of your particular community.

PRINCIPLES OF ENGAGEMENT

This Roadmap to Reconciliation IGuide is deeply rooted in a Biblical call to reconciliation. These principles of engagement are essential for being fully present in this work

TRANSFORMATIONAL: create space and anticipate God's work in your community and you through this process of discipleship

INCARNATIONAL: enter into others' pain and reality and be willing to experience, embody, and engage in the ministry of reconciliation

CONTEXTUAL: focus on the specific realities of your immediate community

HUMBLE: commit to learning from others' lived experiences and willingly challenge the status quo that has benefited some and marginalized others

STRUCTURAL: recognize and engage systemic inequalities and power dynamics for both personal and social restoration

LEADERSHIP TEAM COMPOSITION AND RESPONSIBILITIES

Selecting a diverse, healthy LTeam to steward this process is a crucial first step in engaging the IGuide. This LTeam should be made up of individuals who represent your context's demographics as much as possible (i.e. ethnicity, gender, age, economic status, education level, nationality, immigration status, etc.). This diversity is not just for optics or to tick some boxes. Instead, to faithfully reflect the image of God in whom we are all made, it is imperative that the body of Christ reflects this. However, it is also important to respect the need for people of color or those who have been marginalized not to participate in the LTeam. Unconscious to most people, they daily bear the load of injustice and may instead need a safe place to recover rather than to lead.

To facilitate the work of the LTeam, it should also include members who have direct access to and/or the authority to approve the recommendations and ensure they are implemented. Depending on your church, ministry, or organizational structure, these could include a few representatives from your staff, council or elder board, or other top leaders.

It is also recommended, if possible, that you choose two co-leaders from different ethnic backgrounds to lead the LTeam. The co-leaders should be respected, able to organize, and able to advocate for the group. The co-leaders will be tasked with overseeing the IGuide process and its implementation within the wider church, ministry, or organization.

IPHASE 1

CLARIFYING RECONCILIATION IN YOUR CONTEXT

CORE CONCEPT

It is crucial to start the reconciliation process by forming a diverse LTeam, who can identify where their church / ministry / organization is on the Roadmap 2.0 model and begin developing a definition of reconciliation for their context.

PRE-MEETING TO-DOS

- Read the following chapters of *Roadmap to Reconciliation 2.0*:
 - Introduction: A Prophetic Journey
 - Chapter 1: What is Reconciliation?
 - Chapter 2: Landmarks of Reconciliation
- Watch the IPhase 1 accompanying video components [Getting Started](#) and [Reconciliation in Scripture](#)

KEY COMPONENTS OF THIS IPHASE

Roughly **three hours** of material are included in this IPhase. Remember, the intention is for your LTeam to take ownership and use these tools as needed. Be sure to interpret what is most helpful for your context and focus on that.

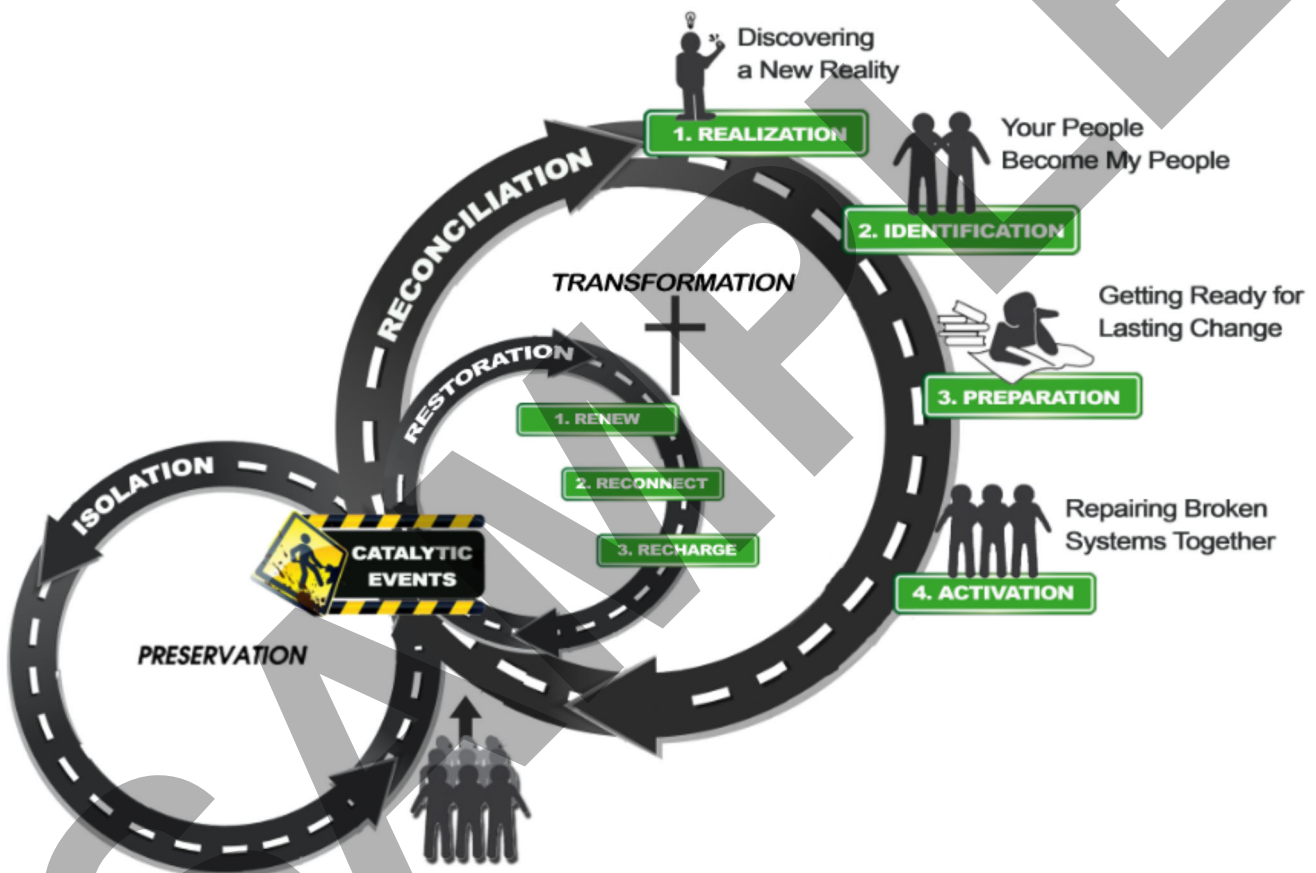
Here is what will be covered in this IPhase:

1. Review the introduction and summary for the IGuide with the LTeam.
2. Review the Ground Rules. Covenant together to use these rules and any others your LTeam adds to the process.
3. Reflect on the assigned book chapters together. What was new information or stood out to you from the reading? Are there any questions you want to be sure to answer today?
4. Introduce the *Roadmap to Reconciliation 2.0* model. Discuss what phase you think you are in based on your IGuide Pre-assessment results.
5. Complete the Diversity Timeline on [PG 24](#) with the LTeam.
6. Pray together over this process, your goals, and your leaders to conclude.

INTRODUCING THE ROADMAP TO RECONCILIATION 2.0 MODEL

Understanding the *Roadmap to Reconciliation 2.0* model is key to identifying where you and your church / ministry / organization are in your journey, and what needs to be done moving forward. An accurate diagnosis will enable your LTeam to arrive at an agreed upon and common understanding of the current state, determine what you hope to achieve as a team, and what it would take to move to the next phase.

More than an assessment tool, it will also help chart direction, facilitate deep and honest conversations about what growth and change looks like and can be measured, and how to gauge success and/or roadblocks. Review the various phases of the *Roadmap to Reconciliation 2.0* model with your LTeam.



DISCUSS

Have each person locate where they are on the journey by answering the question:
Where do you find yourself right now and why?

Then locate where your ministry is with your LTeam by answering the question:
Where is your church / ministry / organization at? Why?

THE DEFINITION OF RECONCILIATION

One of the first things you will want to do as a team of people seeking reconciliation is understand what reconciliation means to your LTeam in your context. Keep in mind that your definitions might vary slightly from person to person. But by creating a clear definition of reconciliation, you are also creating a clear goal. To help you with what a definition of reconciliation may look like, consider the following:

“Reconciliation is an ongoing spiritual process involving forgiveness, repentance and justice that transforms broken relationships and systems to reflect God’s original intention for all creation to flourish.”

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THE IMPORTANCE OF DEVELOPING A CONTEXT-SPECIFIC DEFINITION OF RECONCILIATION

Throughout this process, you will be asked to work on developing a definition of reconciliation that is specific to your context. It will be developed collectively by those on your LTeam to guide the work of your church / ministry / organization. It will evolve over time as you progress in the ministry of reconciliation, but it must be specific for now in terms of defining what you hope to accomplish. Begin thinking about what it should include as we journey through the stages of the IGuide.

As you work through your definition of reconciliation, you can use this space to brainstorm: