

Cohort Consulting & Training for Churches / Ministries / Organizations

WHAT IS THE SMA CONSULTING PROCESS?

Discipleship is an invitation to follow Jesus into a broken world as ambassadors of reconciliation, healing, wholeness, and peace. This consulting process is for Christians who want to restore the credibility of the Church by embodying the truth and power of the gospel to bring hope, healing, and reconciliation into a broken and divided world. Since reconciliation is such an important and complex journey, a local church, ministry, or organization should not embark upon this work alone. Therefore, Salter McNeil & Associates (SMA) brings leaders from similar church, ministry, or organizational settings together to go deeper and further with others also on this journey. This online training process is led by two of our SMA associates and is designed to facilitate growth and transformation, leading to systemic change in your local context.

WHO CAN PARTICIPATE IN THIS?

This consulting and training process is for pastors, leaders, and/or key influencers in one's local church, ministry, or organization. It is best suited for those who want to go deeper in their reconciliation praxis to facilitate systemic change in their local context. The pastor or senior leader should select two co-leaders—ideally from different racial, ethnic, or cultural backgrounds—to attend the monthly cohort training sessions, as they prepare to lead this process in their ministry or work setting. These co-leaders should be people who have demonstrated a lived commitment to reconciliation, diversity, and justice.

Networking with other Church Leaders

Team members can also network with other likeminded leaders from different churches /ministries / organizations. This provides the opportunity for sharing resources, collaborating, and offering mutual encouragement and support. This is an intentional aspect of this cohort, consulting process. Each team will have opportunities to glean from the experiences, insights, wisdom, and resources of other groups.

WHAT TOPICS WILL WE COVER?

Using the *Roadmap to Reconciliation 2.0* book and the Implementation Guide (IGuide) as the curriculum, each 2-hour consulting/training session will be held once a month via Zoom, which includes a 10-minute break. Each month the session focus will be a comprehensive training on one of the following 7 Phases:

- **Phase I: Clarifying Reconciliation in Your Context** – Accurately diagnosing your context before getting started.
- **Phase II: Catalytic Events: Creating a Sense of Urgency** – Identifying the deeper “why” behind engaging reconciliation.

- **Phase III: Realization: Moving from Awareness to Reality** – Determining the specific areas of racial reconciliation to be addressed in your context.
- **Phase IV: Identification: Building a Collective Identity** – Exploring your ethnic identities and common ministry culture.
- **Phase V: Preparation: Developing a Strategic Plan for Action**. Restoration and preparing for lasting, systemic change.
- **Phase VI: Repairing Broken Systems Together** – Working together with others in your community to repair broken systems that cause racial injustice.
- **Phase VII: Staying the Course** – Keeping the reconciliation commitments established in your context.

HOW MUCH DOES IT COST?

This customized consulting and training program is available via two options to best fit the needs of your church / ministry / organization and budget:

Option One: Team Coaching

\$3000 total (\$1200 IGuide Curriculum + \$1800 church team coaching)

Church team coaching includes monthly 2-hour Zoom coaching session in a cohort with 2-3 other church teams, and access via email for team leaders in between sessions as needed. Two (2) people per church, ministry, or organizational team.

Option Two: IGuide Only

\$1200 for the IGuide - A digital and downloadable pdf curriculum, designed to be used with an internal leadership team in a local church / ministry / organization over 6-9 months, that guides the process of systemic change. This includes video and PowerPoint content to supplement all seven IGuide Phases.

HOW DO WE GET STARTED?

You begin the journey to becoming a reconciling community by purchasing the IGuide, and a copy of the book *Roadmap to Reconciliation 2.0* for your co-leaders and each member of your reconciliation team if they've already been identified. Then, to register for cohort consulting and training process, complete the online registration form here: <https://forms.gle/B5EfNzH6a9nS3rwN6>. Registrations are being accepted now for the next reconciliation church cohort, which will begin as soon as we reach capacity.