

WHAT IS THE IMPLEMENTATION GUIDE?

The IGuide is a 6- to 12-month program designed to be used alongside *Roadmap to Reconciliation* (2016), by Dr. Brenda Salter McNeil.

“ I wrote the book *Roadmap to Reconciliation* to fill a need within the church. What I did not expect was that it would invoke a hunger for something more. The *Roadmap to Reconciliation Implementation Guide* gives churches and other ministries a means of engaging the concepts I have written about and a pathway for championing the values of reconciliation.

- Dr. Brenda Salter McNeil ”

PURPOSE

Racial reconciliation is an important and complex journey to walk. The *Roadmap to Reconciliation IGuide* is designed to help ministries practically implement and deeply engage the concepts and material within Dr. Brenda Salter McNeil's book, *Roadmap to Reconciliation*. This process will help users unpack, walk into, and replicate the testimonies, truth, and calls to action about reconciliation shared in the book.

This process was created in response to the following questions:

- But how do we do this in our local ministry context?
- What does reconciliation around race and other key dividing realities really encompass in our community?

FOUNDATION

The *Roadmap to Reconciliation IGuide* is deeply rooted in the Christian faith and a biblical call to reconciliation. The following principles are foundational for engaging in this process:

- **Invitational:** engaging an ongoing journey for renewal, hope, and healing
- **Incarnational:** embodying reconciliation and creating spaces for transformation
- **Contextual:** driven by God's calling to realities in your community
- **Humility:** undergirded by an authenticity and earned credibility from others
- **Structural:** changing systemic inequalities and power dynamics for both personal and social restoration
- **Influential:** able to be replicated and sustained in healthy ways

INTENDED AUDIENCE

The *Roadmap to Reconciliation IGuide* is designed to be used by ministry leaders already invested in and actively committed to the work of racial reconciliation.

It is intended for those who are now ready to dive deeper with others also on this journey. Ministries of all shapes and sizes can use it: churches, organizations, college campuses, etc. Although it is not mandatory, this process is best implemented in a diverse ministry context. This process is intended for a leadership team to use to engage with their community context in mind.

SUMMARY OF IMPLEMENTATION GUIDE

It is always a choice and a costly commitment to engage in the work of reconciliation. No book, idea, or even the affirmation of “being for reconciliation” can truly flourish without being acted upon and often fought for amidst the many broken realities in our world. The Roadmap to Reconciliation IGuide is divided into seven stages referred to as IPhases. Your Leadership Team (LTeam) will work through this material together in conjunction with *Roadmap to Reconciliation*. Since reconciliation work is both individual and collective, each IPhase has readings and activities for your LTeam members to complete on their own and together as a group. Below is an outline of the broad ideas covered in each IPhase:

IPhase I | Clarifying Reconciliation in Your Context

This IPhase is meant to accurately diagnose your context in order to clarify where your LTeam is starting. You will name where you’re headed and gain a new sense of contextual awareness of what course of action is needed through a variety of ministry and self-awareness assessment tools.

IPhase II | Catalytic Events: Creating a Sense of Urgency

This IPhase is meant to help your team identify the deeper “why” behind engaging in reconciliation. What key experiences or events have shaped your team’s commitment to reconciliation? What gives you, as a team, a sense of urgency or priority to engage in this work? What is needed to help propel your community into this significant work?

IPhase III | Realization: Moving from Awareness to Reality

In the first two IPhases, your LTeam established where your ministry is starting from and what your motivation is for engaging in reconciliation. In this IPhase, it is time to define how to move forward. Your LTeam will identify the specific areas of racial reconciliation in your context that will determine how to move forward with this issue in your ministry.

IPhase IV | Identification: Building a Collective Identity

Because this IPhase is the halfway point, the LTeam will be asked to reflect on how you’ve adapted the IGuide to fit your ministry context, how you’ve been keeping the entire process in prayer, and how you’ve shared or are planning to share this work with your wider ministry. In this IPhase your LTeam will also explore what it means to hear, see, and feel each other’s realities to help move into the work of reconciling racial injustices in a personal, connected, and holistic way. Your LTeam will also explore your own ethnic identities, your common ministry culture, and spaces within that culture that allow you to either see or ignore certain voices within your ministry.

IPhase V | Preparation: Developing a Strategic Plan for Action

In this IPhase, you’ll be preparing to do the work needed to create long-term, sustainable reconciliation in your ministry. This work requires synthesizing information and discernment to make structural commitments about where to focus, who to invest in, and how to make lasting change a reality in your context.

IPhase VI | Repairing Broken Systems Together

This IPhase focuses on sustainability. How, specifically, will your LTeam activate and live into the work of reconciliation, both now and in the future? How will you work together with others in your community to repair broken systems that cause racial injustice and inequity? This is also the time to look back and celebrate all that you've encountered together, to jump into the deep end of doing the work, and to live into a future that is transformed and continuously shaped by biblical reconciliation.

IPhase VII | Staying the Course

It is important to remember that reconciliation is a journey and not a destination. In this IPhase, the LTeam will prayerfully consider how to keep the reconciliation commitments that have been established in an ongoing fashion. This IPhase will give your LTeam guidance for what comes next and provides an example of how another ministry chose to maintain reconciliation in a wider ministry context.

FUNDING STRATEGY

Your ministry members are the beneficiaries of engaging in this process. Therefore, we highly recommend that your ministry's budget committee add this program to the annual budget. In addition, there may be individual donors within your ministry who are highly committed to the work of reconciliation and may want to underwrite this program.

IGUIDE DIGITAL CONTENT

Package gives your team access to the IGuide content and accompanying materials. You can chose your own pace, but the program is designed to be completed within a 6 to 12 month period.

Your IGuide purchase includes:

- PDF workbook that includes the Introduction and 7 IPhases.
- Supplemental resource materials including videos and visual presentation content for all IPhases.
- Consultation and IGuide support with Salter McNeil & Associates.

Price: \$1,200

“I believe that reconciliation cannot be done in isolation; it must take place in community.”

- Dr. Brenda Salter McNeil