



Roadmap to Reconciliation

Implementation Guide

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IPHASE 1 CLARIFYING RECONCILIATION IN YOUR CONTEXT

FOCUS

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.

PRE-READING

Read the following chapters of *Roadmap to Reconciliation*:

- Introduction: A Prophetic Journey
- Chapter 1: What is Reconciliation?
- Chapter 2: Landmarks of Reconciliation

Complete the following assessments and bring them to your LTeam meeting:

- Ministry Pre-Assessment
- The Roadmap to Reconciliation: IGuide Pre-Assessment
- The White Privilege Assessment (for White members of your LTeam)

KEY COMPONENTS OF THIS IPHASE

Roughly two 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:

- I. Review the introduction and summary for the IGuide with the LTeam. Discuss future planning and dates that should be worked out now.
- II. Review the ground rules. Covenant together to use these rules and any others your LTeam adds to the process.
- III. 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?
- IV. Discuss the results of the completed assessments. Where is your ministry starting from? What is encouraging? Concerning? Review the Roadmap to Reconciliation diagram and discuss where on the map would you consider your ministry right now. What phase do you feel you are in? Why? What does the assessments' information mean for your ministry's needs in this season?
- V. Discuss the definition of reconciliation. Complete the activities and set your goal.
- VI. As you conclude, pray together over this process, your goals, and your leaders.

ADDITIONAL RESOURCES

If you have more time or want to go deeper:

- Complete the puzzle piece activity in "Getting Practical," pgs. 37-40 in *Roadmap to Reconciliation*.
- Read articles on identity formation for various ethnic and racial groups to prep for next week. These can be accessed via the online portal.

WHY WE HAVE GROUND RULES

Ground rules are key to setting your meetings up for success! By establishing ground rules, we are preserving an atmosphere that continues to build and foster trust and true community. Because of the nature of the topic of reconciliation, we must realize that not everyone comes from the same place; we all bring our own experiences, understanding, backgrounds, and emotions. So, to maintain a healthy environment for everyone to hear and learn from each other, we suggest that as a LTeam you come up with and agree on a set of fundamental ground rules. Listed below are some key rules to start with, but there might be others you want to establish for your context. We've left space for you to do that farther down.

ROADMAP TO RECONCILIATION GROUND RULES

1. Use "I" statements
2. Maintain confidentiality
3. No interrupting
4. Be present: mind, body, and soul

EXPLAINING THE GROUND RULES

Use "I" Statements:

This means owning your own experience rather than making general assumptions, accusations, or statements. Your experience might be different than another's experience, but both might be true. (e.g. "I feel left out when _____" instead of, "When people do _____, I get left out.")

Maintain Confidentiality:

The best way to keep your space safe is by maintaining confidentiality. What is said in these meetings should not be stories or confessions shared outside of this group unless specific permission is given to do so. This helps eliminate the chances of gossip and second-hand information being spread inappropriately; it also ensures that people can be themselves without fearing that their learning process will be displayed for others to critique.

No Interrupting:

This means allowing people to finish their thoughts, just like it sounds! When we interrupt others, we disallow people from conveying their ideas fully, which prevents us from understanding that person's perspective. It also means that we are not fully listening if we are more concerned about our own responses to another's idea.

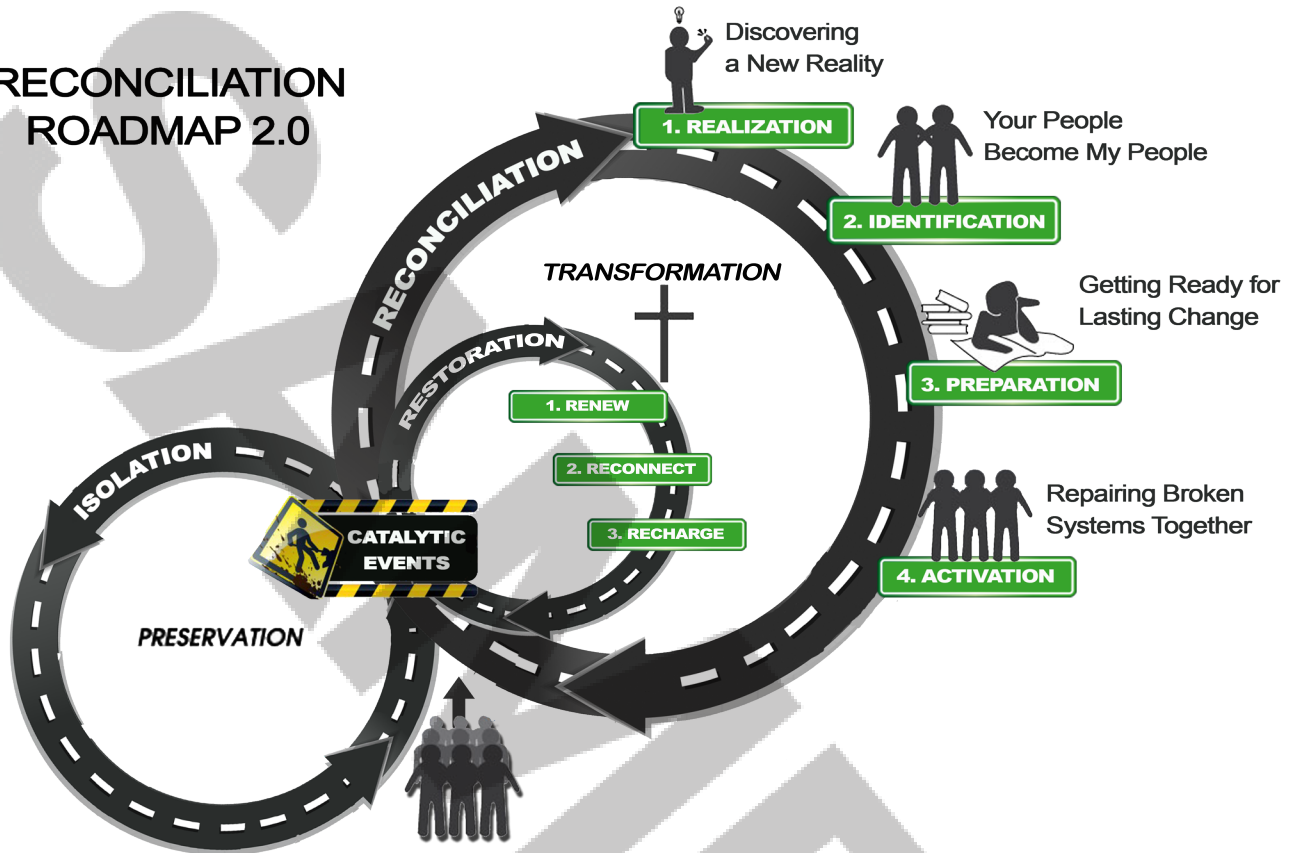
We will only learn as much as we put into this process. For the sake of reconciliation, and the others invested in this process, we ask each other to bring all of who we are into this space. Be alert; pay attention. Engage as much as you can; set aside your phone or other matters that distract or divide your attention. Not only is this a rewarding habit for yourself, but it also allows others to better learn from you as well.

Are there other ground rules your LTeam wants to establish while using the IGuide?

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UNDERSTANDING THE ROADMAP TO RECONCILIATION METHOD

RECONCILIATION ROADMAP 2.0



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.

(pg. 22, Roadmap to Reconciliation)

THE BIBLICAL CALL TO RECONCILIATION

We know that reconciliation is more than just a political or ethical movement; it is our Christian calling. God has given us the ministry of reconciliation, as difficult and demanding as it is, and it is the presence of the Holy Spirit that motivates and sustains this work.

Take some time to read the scripture below, which is the foundation of biblical reconciliation. Then complete the “Getting Practical” activity on pgs. 28-31 of *Roadmap to Reconciliation*.

2 Corinthians 5:11-21 (NIV)

¹¹ Since, then, we know what it is to fear the Lord, we try to persuade others. What we are is plain to God, and I hope it is also plain to your conscience. ¹² We are not trying to commend ourselves to you again, but are giving you an opportunity to take pride in us, so that you can answer those who take pride in what is seen rather than in what is in the heart. ¹³ If we are “out of our mind,” as some say, it is for God; if we are in our right mind, it is for you. ¹⁴ For Christ’s love compels us, because we are convinced that one died for all, and therefore all died. ¹⁵ And he died for all, that those who live should no longer live for themselves but for him who died for them and was raised again. ¹⁶ So from now on we regard no one from a worldly point of view. Though we once regarded Christ in this way, we do so no longer. ¹⁷ Therefore, if anyone is in Christ, the new creation has come: The old has gone, the new is here! ¹⁸ All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation: ¹⁹ that God was reconciling the world to himself in Christ, not counting people’s sins against them. And he has committed to us the message of reconciliation. ²⁰ We are therefore Christ’s ambassadors, as though God were making his appeal through us. We implore you on Christ’s behalf: Be reconciled to God. ²¹ God made him who had no sin to be sin for us, so that in him we might become the righteousness of God.

AN IMPORTANT CONSIDERATION

Time in the Word reminds us that reconciliation is clearly needed within many forms of division, brokenness, and sinfulness; narrowing down the definition of the term is itself a task. For the IGuide and the Roadmap to Reconciliation experience, we want LTeams to begin by addressing **the specific call to engage *racial* reconciliation**. However, it is important to acknowledge that other forms of reconciliation may follow or be important to also address in your context. This will all depend on what types of repair God has called your community to engage (gender, economic power, physical or mental ability, etc.).

YOUR GOALS

Now that your LTeam has a better understanding of what reconciliation is, consider your context and calling—why did you start the IGuide in the first place? What is your ministry in need of? What has God been reminding you of? Keep in mind, because reconciliation is an ongoing, transformative process, many people find their goal transforms over time, and that is ok. The more we learn, the more we realize what God has called us to and the more we understand what the Holy Spirit is doing within us. For now, discuss together what your LTeam is hoping to get out of this process and one or two major goals.

DEFINE YOUR GOAL FOR USING THE IGUIDE:

POST-MEETING TO-DOS:

- Remember to be in prayer.
- Plan out future meetings and wider events.
- Finish the assessments, if you have not yet completed them.
- Read Chapter 3, “Shake It Up!” in *Roadmap to Reconciliation*.
- Complete the “What’s Your Story” activity.