



The Becoming a Reconciling Community Initiative Crafted and Facilitated by Arrabon

Introduction

The Objective is Simple

Arrabon will facilitate the convergence of shared knowledge, language, and civil dialogue for the entire Westmont College community to gain a shared vision and be on the transformational journey to becoming a reconciling community.

Your Challenge

Your desire to develop Westmont students into leaders who are deep thinkers with wide impact fits with Gen Z's passion for social justice but, their passion isn't always accompanied with maturity or a biblical worldview.

Too often, in our age of polarization, the extreme voices are the loudest, making it hard to discern how to engage these issues with a Kingdom perspective that is well informed, biblically sound and culturally intelligent.

You may feel overwhelmed by the complexities of these issues. Moreover, having the bandwidth to give these issues your full attention is difficult and you may not feel equipped to lead your community through this problematic terrain.

You believe that Christians ought to be the solution to the challenge of racial, ethnic, class, and cultural divides, and so do we.

The Arrabon Process

"Ethics is the preferred apologetics for Gen Z. In previous generations, evangelism was about answering questions of epistemology, "How do we know?" In this generation, young people are asking, "What do we do about about what's broken in this world?" When a Christian community is on the transformational journey of becoming a reconciling community, we become a 'foretaste' of the Kingdom of God that this generation is longing for."

David Bailey | Arrabon



Five Essential Community Practices

Since 2008, Arrabon developed a process to equip Christian organizations like yours to move towards faithfulness in becoming a reconciling community.

The **Arrabon Process** will equip and empower your organization with the following five essential community practices:

1. Understanding reconciliation as **spiritual formation**
2. Increasing your community's **cultural intelligence**
3. Learning your community's diverse **shared narrative**
4. Participating in **cross-cultural collaboration**
5. Engaging in reconciling **culture-making**

Integration is the Goal

Over the course of 24 months, through our training, consulting, and coaching, we will lead you through a discovery process to gain insights about areas to integrate the best practices of cultural intelligence and reconciliation in the following areas:

- Leadership
- Staff Development
- Programming
- Student Formation
- Student Leadership Development

We will equip your team with the tools to cultivate an ecology of cultural intelligence and a practice of reconciliation, so Kingdom diversity is a fruit of flourishing in the execution of your mission.

Team Involvement

Becoming a reconciling community is a **team effort**, where each member develops convictions and shares insights on how they can contribute to cultivating your organization into a reconciling community.

Below is a list of the **topics** covered and the teams that we will help guide through the **Arrabon Process**:

President and Executive Team

- Strategic Leadership
- Establishing the Vision & Boundaries of this Initiative
- Gaining a shared knowledge, language, and vision for the entire Westmont Community.
- Change Management
- Staff Development
- Leadership Development



- Minority Support Within the Organization
- Shepherding the Complicated Emotions of Fear, Anger, Grief, and Shame

Student Life Staff

- Gaining a shared knowledge, language, and vision for the entire Westmont Community.
- Staff Development
- Student Formation
- Student Leadership Development
- Minority Student Support
- Programming
- Shepherding the Complicated Emotions of Fear, Anger, Grief, and Shame

Faculty

- Understanding Gen Z
- Cultural Intelligence Integration
- Student Support and Pastoral Care
- Shepherding the Complicated Emotions of Fear, Anger, Grief, and Shame

Students

- Kingdom Perspectives on Issues of Identity, Race, Class, and Change
- Gaining a shared knowledge, language, and vision for the entire Westmont Community.
- Vocabulary for Rules of Engagement
- How to Speak Truth to Power Productively

Focus Groups

- Conducting surveys and interviews of a diverse demographic representatives of the Westmont Community to give the Leadership Team insights about the experiences and perspective of the diverse Westmont Community.

Helping Your Community

- We will be a guide to help you see what you would not notice on your own.
 - We will be a coach to help you integrate best practices in accomplishing your mission to a diverse demographic.
 - When necessary, we will be a third-party mediator in discussions on difficult subjects when diverse parties are communicating, so all voices can be heard.
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Plan of Action

14 Step Process

Below is a description of the fourteen steps in the Arrabon Process that will occur over eight visits in two years to the Westmont Campus. (Two visits per semester)

1. **Discipling Four Complicated Emotions Workshop** - In light of recent national events, we recommend that the Westmont Faculty and Staff engage in a development workshop called *Discipling the Four Complicated Emotions*. In general, conversations around race, class, and culture can bring up strong and unexpected emotions of fear, grief, anger, and shame. In a time of racialized crisis, these emotions are heightened. In this workshop, the Arrabon Team will equip the Westmont Faculty and Staff with the wisdom and skills for how to navigate, shepherd, and disciple students through complicated emotions uniquely triggered by the complicated issues of race, class, and culture. Skillfully navigating through these complicated terrains can lead to richer discussions and prompt people towards meaningful action in becoming a reconciling community.
2. **Student Focus Group Survey & Interview** - Arrabon will conduct an online survey of all students at Westmont to gain a better understanding of their thoughts and attitudes in regard to reconciliation and cultural intelligence. Additionally, Arrabon will conduct targeted interviews with students of color in their sophomore, junior, and senior years to gain further insight into the minority student experience at Westmont. Insights from the survey and interviews will be reported back to the Becoming a Reconciling Community Initiative (BaRC Initiative) Leadership Team.
3. **Faculty Focus Group Survey & Interview** - Arrabon will conduct an online survey of all Westmont Faculty and Staff to better understand their thoughts and attitudes in regards to reconciliation and cultural intelligence. Additionally, Arrabon will conduct targeted interviews with faculty and staff of color to gain further insight into the minority faculty/staff experience at Westmont. Insights from the survey and interviews will be reported back to the Becoming a Reconciling Community Initiative (BaRC Initiative) Leadership Team.
4. **Leadership Team Workshop** - Workshop for a selected group by Westmont consisting of the President, Executive Team, Student Life Staff, and Faculty, will participate in the *Becoming a Reconciling Community*, a 2-Day Workshop. The purpose of gaining a shared knowledge, language, and clear vision of what success looks like when your organization is a practicing reconciling community.
5. **Leadership Team Feedback & Strategic Recommendations** - Arrabon will provide a feedback loop with the President, Leadership Team and Student Life Staff about how they can engage with and implement the results from the focus group and the clear vision that came out of the *Becoming a Reconciling Community Workshop*.
6. **Student Life Staff Workshop** - Student Life Staff will participate in the *Becoming a Reconciling Community 2-Day Live Workshop*. This workshop gives space for the team to develop a shared knowledge, language, and vision that will empower them to implement best practices for the school year and for student engagement.



7. **Student Life Strategic Planning & Programming** - Arrabon will work with the Student Life Staff to develop programming and other best practices and implement the BaRC Initiative across a diverse body of students and Staff.
 8. **Student Life Feedback and Coaching** - Arrabon encourages feedback at all stages of the implementation process. After the completion of the first full school year, Arrabon will walk the Student Life Staff through an evaluation process of the teams' experiences. Based on these evaluations, Arrabon, Student Life Staff, and the Leadership Team will develop a second-year strategy for implementation in the next full ministry year.
 9. **Faculty Equipping Workshops** - Each semester Arrabon will host a workshop to equip Faculty with tools and skills on how to shepherd and empower students in the BaRC Initiative.
 10. **Student Leadership Development** - Arrabon will equip a curated cohort of Student Leaders to give them the skills of biblical theology, cultural intelligence, how to have constructive conversations about race & class, and conflict resolution.
 11. **Student Retreats** - Arrabon will work with the Student Life Staff to host a retreat or day long intensive once a semester for the students.
 12. **Events for Students** - Arrabon will work with the Student Life Staff participated up to two events per semester for the wider student body to further the vision of the BaRC Initiative.
 13. **Student Small Group Initiative** - Students will be invited to participate in Race, Class, and the Kingdom of God small group (preferably led by faculty and staff) as a campus-wide initiative for engagement.
 14. **Certified Arrabon Facilitators** - Select Staff, Faculty, and Students will go through a training process to become a Certified Arrabon Facilitator. This process will give the Westmont Community a team of leaders with the skills in biblical theology, cultural intelligence, how to have constructive conversations about race & class, and conflict resolution at every level of the institution.
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