



Ambassadors
of
Reconciliation™

Summary Comparison between Consultation Weekend and Group Reconciliation Assistance

Consultation Weekend

- Occurs over one extended weekend
- Full-Day Bible study seminar
- May include teaching Sunday Bible study
- 12 hours of consultation providing opportunity for 5 to 8 meetings with key leaders and a few groups
- One presenter/consultant

- Single visit for seminar & consultation

- Meets with a few leaders & leadership groups
- Reviews Constitution & Bylaws, main policies, main statistics of congregation (from church web site)

- Provides initial assessment of issues, potential conflicts to reconcile & resolve, and makes recommendations for further action (NOTE: This process does not provide opportunity for extensive coaching, mediation, or other reconciliation processes)
- Provide oral report to leadership on initial observations and recommendations:
 - ◆ Description of process employed
 - ◆ Observations/assessments from meetings
 - ◆ Initial Recommendations (spiritual & material)
 - ◆ Discussion with leadership

- Brief written report (2 – 4 pages)

- Cost is about one fourth of GRA

Group Reconciliation Assistance

- Occurs over several months
- Full-Day Bible study seminar
- Preaching & teaching Bible study – 2nd visit
- 350 – 400 hours of consultation providing opportunity for 100 to 150 meetings with individuals & groups
- Team of 2 to 5 presenters/consultants (varies by size of church)
- Three visits: two with entire team, follow-up with team leader
- Meets with all leaders, leadership groups, members, and former members
- Reviews Constitution & Bylaws, all policies, two years' minutes of key boards, correspondence, emails, congregational statistics, financial records, and other data (usually 300 to 500 pages of data)
- Provides comprehensive assessment of issues, including addressing key parties involved, coaching of all leaders & members, extensive coaching of key parties, mediations of key parties (with their agreement), and some leadership training
- Provide oral report to leadership and/or congregation, including:
 - ◆ Description of GRA process employed
 - ◆ Current status of church
 - ◆ Strengths & weaknesses
 - ◆ Description of conflicts identified
 - ◆ Identification of corporate sins
 - ◆ Comfort of the Gospel
 - ◆ Extensive recommendations (spiritual & material)
 - ◆ Report of reconciliations (by parties)
 - ◆ Response by audience and potential participation in group reconciliation
- Detailed written report (15 to 25 pages)
- Follow-up consultation (8 hours) by team leader, which may include leadership training or additional coaching & mediation
- Cost is about four times the cost of a weekend consultation

Summary of Group Reconciliation Assistance (GRA)

Preparation

- Process begins: Congregation accepts proposal
Church leaders authorize contract and contact Ambassadors
- 4-8 weeks min. Ambassadors appoints team (3 people) & schedules GRA visits
Church leaders complete pre-GRA homework
Reconciliation Team reviews church records and governing documents

Part 1

- 1st Visit
 - Day 1 Team makes its first on-site visit to church (usually Sat. – Tues.)
Team presents full-day Bible study on peacemaking (everyone strongly encouraged to attend); individuals sign up for interviews at end of study.
 - Day 2 Team attends worship services; meets with boards and leaders; begins individual interviews (everyone encouraged to sign up for interviews)
 - Days 3-4 Team continues individual interviews
- Between Visits Usually a couple of weeks to a month
 - Leaders Complete additional homework assigned by reconciliation team
 - Members Encouraged to begin peacemaking as coached by reconciliation team
 - Team Reconciliation team studies all data collected and prepares for 2nd visit

Part 2

- 2nd Visit
 - Day 1-2 Team returns (usually Thursday through Sunday morning)
Coaching key individuals
Interviewing possible reconcilers from congregation
Mediate with key persons who are willing to work with Team
 - Day 3 Team makes oral report to leadership (usually in evening)
 - Day 4 Team participates in morning worship as invited by leaders;
Team makes oral report to those in worship as determined by leadership

Part 3

- Written Report Reconciliation Team provides written report within 30 days after leaving site. The report:
 - Notes strengths and weaknesses of congregation
 - Identifies the major conflicts affecting the congregation
 - Observes sinful behaviors of congregation and groups
 - Provides long-term and short-term recommendations, both spiritual and material

Part 4

- Follow-up One team member makes a one day follow-up visit within 90 days after Congregation receives written report