

Coaching Cohort for Multicultural Directors
An invitation to be intentionally Mentored & Trained
By Dr. Brenda Salter McNeil

WHY JOIN THIS COHORT?

Multicultural Directors are often overwhelmed by bearing the burden of leading those on their Christian college, university, or seminary campuses toward a systemic commitment to reconciliation.

- There is an emotional, physical, and spiritual toll placed on these diversity professionals as they embody the value of reconciliation for students, faculty, administrators, and staff.
- Therefore, Multicultural Directors need professional development and training to equip and empower them to lead effectively in this very important and demanding role.
- There must be a safe space for training and self-care to increase the ability for these diversity professionals to be successful in leading reconciliation efforts on campus.
- They also need breaks from constantly being in White dominant culture so these diverse staff can have increased longevity and space to be renewed, reconnected, recharged, and restored.

WHAT CAN YOU EXPECT?

Principle Based Coaching

Multicultural Directors will be encouraged to bring real questions and concerns regarding challenges they are currently facing on their specific college, university, or seminary campus. These leaders will be given customized solutions, strategies, information, and advice to address their real-life ministry settings. This process is facilitated through a monthly, 2-hour cohort-coaching meeting with other diversity leaders via Zoom calls. Dr. Brenda will also be available to meet with leaders individually via e-mail and phone by appointment on an as needed basis.

Networking with other Multicultural Leaders

Members of each cohort will have the opportunity to network with other likeminded academic diversity leaders. Relationship building and collaboration is an intentional aspect of this mentoring process. Each member will have opportunities to share their experiences, insights, wisdom, and questions via the monthly Zoom calls. Also, Dr. Brenda will use her influence to increase their credibility by networking and fostering relationships with those in the broader reconciliation community around the United States.

HOW DOES THIS WORK?

This is a 1-year coaching and training journey for Multicultural Directors on Christian college, university, or seminary campuses. This invitation is for those who want to go deeper into reconciliation praxis, personal and spiritual transformation, and leadership development. You will receive personal and small group mentoring on a monthly basis with Dr. Brenda Salter McNeil in a mutually supportive cohort with other Christian diversity directors.

This cohort is a unique blend of Coaching & Training for academic diversity leaders, using the Roadmap to Reconciliation Implementation Guide (IGuide). This resource is a yearlong process to equip and empower Multicultural Directors to clarify and lead systemic change in their academic institution regarding racial, ethnic, gender, and cultural diversity, reconciliation, and inclusion.

WHAT TOPICS WILL WE COVER?

Each 2-hour Zoom session is divided into 2 parts with a 10-minute break between the two segments. The first hour will be “Coaching” focused on the following reconciliation principles:

1. *“The Day of the Single Superstar is Over!” Reconciliation cannot be done in isolation; it must be done in community.*
2. *Reconciliation is a journey, not a destination. Clarifying your vision and definition of reconciliation to know where you are leading other people to. The Habakkuk 2:2 Principle. Roadmap Model 2.0*
3. *Only Do What You See God Doing. The importance of listening to God and discerning the specific work we are called to do. The John 5:19 Principle*
4. *Focus on your “Circle of Influence,” versus your “Circle of Concern:” How to see real change by increasing your effectiveness and productivity while reducing your frustration in ministry.*
5. *We cannot Preach Jesus Without Justice. We must preach the vertical and horizontal truth of the Cross. Establishing your credibility by proving the ability to declare the authority of scripture.*
6. *Minister out of the Overflow: Reconciliation is a Way of Life. You can’t practice it if you don’t live it. Embodying the characteristics of reconciliation through humility, authenticity, empathy, adaptability, and teachability.*
7. *Choose Life: Put your Oxygen Mask on First! The importance of self-care, Sabbath, exercise, positive confession, and spiritual disciplines to stay in the work of reconciliation over the long haul. We must understand that we are like a vacuum cleaner and not a dishwasher (Christology, Emotional IQ, Reciprocal knowing, Counseling, Spiritual Direction).*
8. *Don’t Grow Beyond Your Prayer Cover: The vital importance of personal and intercessory prayer. Reconciliation is first a spirituality, not a strategy. God initiates it. Cultivating listening prayer and developing a personal intercessory prayer team.*
9. *The Wrong Question Will Always Lead to the Wrong Answer: Understanding how identifying and asking the right questions will lead to innovation, growth, and change.*
10. *Reconciliation is a Spiritual Battle: Pierce the Darkness with the Tip of the Spear. Facing the reality of spiritual warfare in reconciliation and knowing how to engage it. Listeners, Learners, Leaders*
11. *Invest in People Who Are F.A.T. (Faithful, Available and Teachable): How to identify leaders, mentor and duplicate the ministry of reconciliation in others.*
12. *Fellowship Springs from Mission; Mission Does not Spring from Fellowship. Creating a context for the ministry of reconciliation to occur and continue to flourish.*

The 2nd part is “Training” on the 7 Phases of systemic change using Roadmap to Reconciliation I-Guide:

- *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.*
- *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 program is available for **\$4,000**, funded by your Department's budget at your academic institution. This includes the digital and downloadable PDF IGuide & participation in this monthly coaching and training community.

HOW DO WE GET STARTED?

You begin the journey to becoming a reconciling campus by purchasing the IGuid and a copy of the book *Roadmap to Reconciliation 2.0* for each member of your team. Then, register to participate in the team coaching and training cohort here: <https://forms.gle/tyLFUnXWdKTwx7P38>. Registrations are being accepted now for the next cohort, which will begin when we reach capacity.