

QUEST CHURCH

RECONCILIATION MINISTRY FRAMEWORK

Purpose:

By continually addressing and centering the barriers created by racial realities, the Reconciliation Ministry seeks to develop leaders; provide internship opportunities for reconciliation students; and resource Quest and other churches, organizations, and academic institutions as a hub for intersectional training on such focus areas as racial justice, cultural diversity, gender equality, generational equity, sexuality, and representational inclusion. This ministry will create resources, host events, and provide training and leadership development opportunities throughout the year.

Goal:

The goal of the Reconciliation Ministry at Quest is to develop a collaborative and authentic relationship posture, centering marginalized voices, in order to repair broken systems together in ways that bear witness to the reality of our collective commitment to diversity, reconciliation, equity, and justice.

Biblical Foundation for Reconciliation:

Although not exhaustive, the following are examples of biblical references that support the calling of reconciliation for people of faith who represent the Kingdom of God.

- Genesis 1:26-28
- Genesis 11:1-9
- Isaiah 60

“In Isaiah 60, the prophet envisions the future transformation of the city of Jerusalem, a portrayal of the Holy City which bears important similarities to John's vision in Revelation 21 and 22...Isaiah 60 records a vision of a magnificent city. In it the prophet is speaking to the city, calling attention to various aspects of its appearance. His tone is joyful, his mood excited. This city is not like any other that he has seen among the products of human efforts at urbanization. It is a city built by God... He is looking forward with the eyes of faith to a time of transformation”.

- Dr. Richard Mouw, *When the Kings Come Marching In*
(former president of Fuller theological seminary)

- Matthew 5:6
- John 4:4-26
- Acts 10:1-11, 18
- Romans 5:10-12
- 2 Corinthians 5:16-21
- Galatians 3:26- 4:7
- Ephesians 2:11-22
- Revelation 7:9-10

What We Believe About Reconciliation:

Reconciliation is *an ongoing spiritual process involving repentance, forgiveness, and justice that restores broken relationships to the way God intended them to be.*

Reconciliation is humanly impossible.

Reconciliation is rooted in a belief in the providence of God.

Reconciliation affirms that everyone is necessary, and everyone is needy.

Reconciliation worships the Creator instead of the creature.

Reconciliation moves people beyond their social categories into a new Kingdom community.

Reconciliation is a spiritual battle and not just a socio-political reality.

Reconciliation is costly.

Reconciliation is best facilitated by a strategic team of leaders.

Reconciliation is authentic when it is intentionally lived out.

Reconciliation is not a cure, but a process.

Quest Church Member Questions:

The following questions will be used by the Reconciliation Ministry to biannually evaluate how well Quest Church members, through efforts and support of the team, are living into the ongoing commitment to diversity, reconciliation, equity, and justice.

- As a member of Quest, are you being mobilized to become actively involved in the work of reconciliation?
- As a member of Quest, in what ways has the church helped you develop an increased understanding of the importance of reconciliation as a biblical value?
- As a member of Quest, has your attendance and participation increased in reconciliation events hosted at Quest Church? Why or why not?

Quest Church Community Engagement Questions:

The following questions will be used by the Reconciliation Ministry to evaluate annually how well the broader church, through efforts and support of the team, is living into its ongoing commitment to diversity, reconciliation, equity, and justice.

- Is Quest Church inviting our neighboring churches to join us on our journey to reconciliation?
- Is Quest Church collaborating with local academic institutions to provide internship opportunities for reconciliation students?
- Is Quest Church partnering with churches/organizations to provide training and resources to develop and equip reconciliation leaders?

Reconciliation Ministry Team Questions:

The following questions will be used by the Reconciliation Ministry to quarterly evaluate how well the ministry is living into its ongoing commitment to diversity, reconciliation, equity, and justice.

- How is the Reconciliation Ministry Team making spaces/experiences at Quest Church more inclusive?
- How does the Reconciliation Ministry Team create courageously brave spaces at Quest Church to dive into these questions?
- What are the systems behind these diversity-related issues?
- How does the Reconciliation Ministry Team work to repair or make a dent in these systems as a church or Christian community?

Example:

	Desired Result	Community Indicator
Quest Church	Biblical Literacy	Participation in diversity discipleship classes.
	Reconciliation in Action	Active involvement in regional zones towards reconciliation efforts

Measuring the Reconciliation Ministry Progress:

To assess the overall progress of Quest Church in engaging the work of reconciliation, the following questions should be answered annually by the pastors, staff, deacons, and Elder Board. (This rubric is adapted from the Covenant Church's Five-Fold Test created under former ECC president Gary Walter.)

Population: Is Quest Church reaching increasing numbers of people among diverse populations? How?

Participation: Are a greater number of diverse people actively engaging and staying in the ministry together with others at Quest Church?

Power: Are the positions and structures of leadership (staff, Elder Board, and committees, etc.) occupied and influenced by the perspective and gifts of diverse populations?

Pace-setting: With additional perspectives, burdens, and gifts in our midst, what new ministry opportunities is Quest Church now better positioned to strengthen and initiate?

Purposeful Narrative: How are the stories of people from new backgrounds being incorporated into Quest Church's overarching history? How are these streams flowing together into one story moving forward?

Term Definitions *(in alphabetical order)*

Assimilation - The cultural absorption of a minority group into the main/dominant culture. To become like, be alike and resemble the dominant culture by being absorbed or incorporated into it. To lose one's cultural identity by being as similar to the dominant culture group as possible.

Culture - The customs, beliefs, social forms, and material traits of a particular ethnic, racial, religious, or social group. It is reflected in the language, speech patterns, behaviors, artifacts, and relational styles that are unique to that group.

Diversity - Includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from one another.

Source: UC Berkeley Center for Equity, Inclusion and Diversity

Ethnicity - A common cultural heritage that is maintained by a group of people that distinguishes them from others, including language, social views, common history, rituals, characteristics, customs, and beliefs

Ethnocentrism - An emotional attitude and belief system that maintains that one's own ethnic group is superior to others

Equity - The fair and respectful treatment of all people. This means that we do everything we can to identify and eliminate unfair biases, stereotypes, or barriers that may limit full participation in all aspects of society.

Gender- A socially constructed system of classification that ascribes qualities of masculinity and femininity to people. Gender characteristics can change over time and are different between cultures. *Source: UC Berkeley, Center for Educational Justice & Community Engagement*

Gender Equality - The different behaviors, aspirations, and needs of women and men are considered, valued, and favored equally. It does not mean that women and men have to become the same, but that their rights, responsibilities, and opportunities will not depend on whether they are born male or female.

Inclusion - Involvement and empowerment, where the inherent worth and dignity of all people are recognized. An inclusive church promotes and sustains a sense of belonging; it values and practices respect for the talents and backgrounds of all its members.

Individual Racism - Pre-judgment, bias, stereotypes about an individual or group based on race. The impacts of racism on individuals including white people internalizing privilege and people of color internalizing oppression.

Institutional Racism - The use of/participation within established power structures and policies within a racialized society that, intentionally or unintentionally, formally or informally, reinforce the patterns of the racialized society.

Intercultural Competence - The knowledge, skills, and attitudes needed to interact in a meaningful way with people whose lives have been shaped by cultures different from one's own.

Intersectionality - The interconnected nature of social categorizations (e.g. race, class, and gender) as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

Justice - "The restoration of all things back to God's original intent. It is the rectification of systems, structures, and legislation that infringe upon the shalom God created all to enjoy. It is also the eradication of isms which enable some to thrive at the expense of their neighbors whom they have been deceived into believing are inferior, less valuable, and disposable."

Source: Dominique Gilliard, *Rethinking Incarceration*

People of Color - Inclusive reference for people with visibly darker skin such as African Americans, Caribbean Americans, Asian Americans, Japanese, Koreans, Pakistanis, Pacific Islanders, Native Americans, Latinos/Latinas. This term may not be preferred by everyone, therefore one should ask for preferences when possible.

Race - A socially constructed and socially empowered term used to identify a people group based on shared physical characteristics such as hair, eyes, skin color, body shape, etc." The concept of race is not biologically supported but was adopted for social reasons to systematically stigmatize certain people groups as inferior, thus justifying racial slavery, injustice, and inequality.

Racialized Society - A society where race matters profoundly for differences in life experiences, life opportunities, and social relationships.

Racism - The collective misuse of power that results in diminished life opportunities for some racial groups. Racial prejudice plus power—the power of systems and institutions equals racism.

Reconciliation - “The 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.” Source: Dr. Brenda Salter McNeil, *Roadmap to Reconciliation*, pg.22

Representation - The fact of including different types of people, for example in movies, politics, or sports, so that all different groups are represented. Source: Cambridge Dictionary

Sexuality - The components of a person that include their biological sex, sexual orientation, gender identity, sexual practices, etc. Source: *University of California*

Structural Racism - The interplay of policies, practices, and programs of multiple institutions which leads to adverse outcomes and conditions for communities of color compared to white communities that occurs within the context of racialized historical and cultural conditions.

Reconciliation Books:

Ability

1. *Disability and the Gospel: How God Uses Our Brokenness to Display His Grace*, Michael S. Beates, Crossway Publishers, IL, 2012
2. *Far From the Tree: Parents, Children and the Search for Identity*, Andrew Solomon, Scribner, NY, 2012
3. *Unbroken Faith: Spiritual Recovery for the Special-Needs Parent*, Hachette Book Group, 2017

Gender Equity

4. *Jesus and Women: 'You Are Set Free'* Elizabeth Johnson, Orbis Books, 2015
5. *Mujerista Theology: A Theology for the Twenty-First Century*, Ada María Isasi-Díaz, Orbis Books, 1996
6. *Resist and Persist: Faith and the Fight for Equality*, John Knox Press, 2018
7. *The Strength of Her Witness: Jesus Christ in the Global Voices of Women*, Elizabeth A. Johnson, Orbis Books, 2016

Inclusion

8. *Bury My Heart at Wounded Knee: An Indian History of the American West*, Dee Brown, Owl Books, 1970
9. *Strong and Weak*, Andy Crouch, InterVarsity Press, Downers Grove, IL, 2016
10. *Prophetic Lament: A Call for Justice in Troubled Times*, Soong-Chan Rah, IVP Books, 2015.
11. *Rethinking Incarceration: Advocating for Justice That Restores*, Dominique Gilliard, InterVarsity Press, 2018
12. *Undivided: A Muslim Daughter, Her Christian Mother, Their Path to Peace*, by Patricia Raybon & Alana Raybon, W Publishing Group, Nashville, TN, 2015.
13. *Welcoming the Stranger: Justice, Compassion & Truth in the Immigration Debate*, Matthew Sorens & Jenny Yang, InterVarsity Press, 2018
14. *Whose Land? Whose Promise? What Christians Are Not Being Told about Israel and the Palestinians*, Gary Burge, Pilgrim Press, 2013

Racial Justice

15. *A Credible Witness; Reflections on Power, Evangelism and Race*, Brenda Salter McNeil, InterVarsity Press, Downers Grove, IL, 2008
16. *Between the World and Me*, by Ta-Nehisi Coates, Spiegel & Grau, New York, 2015
17. *Dear White Christians: For Those Still Longing for Racial Reconciliation*, Jennifer Harvey, William B. Eerdmans Publishing, 2014.
18. *Divided by Faith: Evangelical Religion and the Problem of Race in America*, Michael O. Emerson and Christian Smith, Oxford University Press, 2000.
19. *I'm Still Here: Black Dignity in a World Made for Whiteness*, Austin Channing Brown, Convergent Books, 2018
20. *Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor*, Layla F. Saad, Sourcebooks, 2020
21. *Race & Place*, by David Leong, InterVarsity Press, Downers Grove, IL, 2017
22. *Raising White Kids: Bringing Up Children in a Racially Unjust America*, Jennifer Harvey, Abingdon Press, 2017

23. *The Christian Imagination: Theology and the Origins of Race*, Willie James Jennings, Yale University Press, 2011
24. *The Color of Compromise: The Truth About the American Church's Complicity in Racism*, Jemar Tisby, Zondervan, 2019
25. *The Death of Race: Building a New Christianity in a Racial World*, Brian Bantum, Fortress Press, 2016
26. *The Heart of Racial Justice*, by Brenda Salter McNeil and Rick Richardson
27. *Why Are All the Black Kids Sitting Together in the Cafeteria? 20th Edition* by Beverly Daniel Tatum, Basic Books, 2017.

Reconciliation

28. *I Bring the Voices of My People: A Womanist Vision for Racial Reconciliation*, Chanequa Walker-Barnes, Eerdmans Press, 2019
29. *Reconciliation: Mission & Ministry in a Changing Social Order*, Robert J. Schreiter, Orbis Books, Maryknoll, NY, 1992
30. *Reconciliation: The Ubuntu Theology of Desmond Tutu*, Michael Battle, The Pilgrim Press, Cleveland, OH, 2009.
31. *Roadmap to Reconciliation: Moving Communities into Unity, Wholeness, and Justice*, Brenda Salter McNeil, IVP Books, 2016.

Sexuality

32. *Bible Gender Sexuality: Redefining the Church's Debate in Same-Sex Relationships*, James V. Browns on, William B. Eerdmans Publishing Company, 2013
33. *Does Jesus Really Love Me?: A Gay Christian's Pilgrimage in Search of God in America*, Jeff Chu, HarperCollins Publisher, 2013
34. *God and the Gay Christian: The Biblical Case in Support of Same-Sex Relationships*, Matthew Vines, Covergent Books, 2015
35. *Our Lives Matter: A Womanist Queer Theology*, Pamela R. Lightsey, Pickwich Publications, 2015
36. *Radical Love: An Introduction to Queer Theology*, Patrick S. Cheng, Seabury Books NY, 2011
37. *Rainbow Theology: Bridging Race, Sexuality, and Spirit*, Patrick S. Cheng, Seabury Books NY, 2013
38. *Torn: Rescuing the Gospel from the Gays-Vs-Christian Debate*, by Justin Lee, Jericho Books, NY, 2012
39. *Transforming: The Bible and the Lives of Transgender Chirstians*, Austen Hartke, Westminster John Knox Press, 2018
40. *Unnatural: Spiritual Resiliency in Queer Christian Women*, Resource Publisher, 2014