



Impact Model

TRANSFORMING CHURCHES INTO
RECONCILING COMMUNITIES

"Blessed are the peacemakers, for they will be called children of God." -MATTHEW 5:9

THE PROBLEM

The inability of American churches to address racial brokenness in their communities.

How did we get here?

Several well-intended but misplaced emphases have created an impasse in addressing racial brokenness:

An Emphasis On

SHAME
over
HOPE

INFORMATION
over
FORMATION

THEORY
over
PRACTICE

INDIVIDUAL
over
COMMUNITY

PARTISANSHIP
over
PEACEMAKING

"Churches have a unique position in American society. They can be harbors for a tradition that anchors us to a painful past or sails that propel us to a future of healing and hope."

— David M. Bailey

THE SOLUTION



ARRABON

is a spiritual formation ministry that equips the American Church to actively and creatively pursue racial healing in their communities.

PROGRAMS



Supporting Bridge-Building Leaders

- Arrabon supports executive leaders with “Pastoral Pauses”—supportive, shepherding, coaching conversations for senior leaders and their teams to have a safe place to discern how to navigate the rocky terrain of reconciling work.
- Arrabon also hosts retreats for bridge-building leaders, providing much-needed rest, renewal, and connection for continuing in the difficult but holy work of reconciliation.

Arrabon’s audience framework is based on the leadership model that Jesus exemplified.

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The Three:

Executive leaders, board members, vision-casters



Equipping Leadership Teams

- Arrabon empowers leadership teams to generate lasting change by equipping them with the skills and habits necessary to building a reconciling community.
- Arrabon’s training provides the framework needed for teams to create new practices, programs, and/or partnerships that embody reconciliation and promote flourishing in their communities.

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The Twelve:

Staff, daily stewards

70

The Seventy:

Influential leaders, committed volunteers, lay ministers



Resourcing Reconciling Communities

- Arrabon offers self-led, low-barrier resources designed to cultivate the soil of reconciliation. These resources provide shared knowledge and language that is rooted in Scripture and geared toward helping churches practice biblical reconciliation.

120

The One Hundred Twenty:

Congregation and community

OUTCOMES

BEFORE WORKING WITH

ARRABON

SHAME
over
HOPE

INFORMATION
over
FORMATION

THEORY
over
PRACTICE

INDIVIDUAL
over
COMMUNITY

PARTISANSHIP
over
PEACEMAKING

AFTER WORKING WITH

ARRABON

Mobilize their communities with a hope-filled vision for racial healing

Approach reconciliation as spiritual formation

Engage in practices that cultivate racial healing

Pursue flourishing in, with, and for their communities

Practice peacemaking in the midst of divides

RESULTS

RECONCILING COMMUNITIES ARE:

Engaging in hard conversations instead of avoiding them.

Embracing political and social issues as pastoral concerns.

Exhibiting new practices, programs, partnerships in their communities.

Encouraging one another with renewed hope and courage.

IMPACT

American churches demonstrate progress in seeing, owning, and actively addressing racial brokenness in their communities.