

Our Process

Even though every organization engages differently in this work, the basic steps are similar for all and include the following stages:

1— Team Initiation:

During this phase, an initial team of 4-6 people is identified. A CORR coach works with this small group to obtain approval from their organization to embark on this journey. This small team typically attends the 2.5 day workshop together and begins to plan for the next step.

2— Team Creation:

The CORR coach works with the small group to identify additional people from within their organization that want to be part of this journey. These additional team members can be identified in a number of ways, but typically by way of one on one conversations and larger group events.

3—Team Development

The goal for this phase is to strengthen the team, focus on the plan, and develop good habits. During this time, there is a 2-person CORR consulting team working with them for 6 – 8 hours/month for up to 6 months.

4—Team Deployment

Now that the team has had time to develop a plan customized for its organization, the team shifts its primary focus to 'working the plan'.

Our Values

Christian: we are dedicated to be more and more conformed to Christ, as individuals and in community.

Collaboration: we will collaborate with interested congregations and other Christian organizations, and utilize other antiracist resources.

Accountability: we are committed – as a multi-racial ministry – to submit to one another out of reverence for Christ, with special attentiveness to the voices of racial groups in church and community who are often left unheard.

Congregational focus: we will help local churches and other Christian organizations integrate their ministry of racial reconciliation with their entire life and witness.

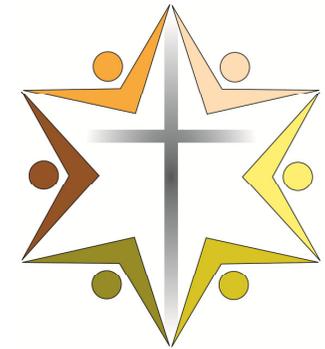
Organizing: we will make strategic use of our spiritual and physical resources for long-term effectiveness.

Congregations Organizing for Racial Reconciliation

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CORR

All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation.
2 Cor 5:18

*Together...
in Jesus name*

Our Mission & Vision

At the turn of the century 3 west Michigan Christian Reformed churches – Coit Community, Church of the Servant and Madison Square – were recruited by the Christian Reformed Church in North America to be part of a pilot program with Crossroads for introducing anti-racism training and organizing to our congregations.

In early 2006, the 3 congregations joined together more formally as CORR : *Congregations Organizing for Racial Reconciliation*. Our stated vision is:

To empower and equip churches and other Christian organizations in west Michigan to organize and disciple their members and constituents to become agents of institutional and individual racial reconciliation.



Who we are

Today we support this vision with a 9 member board, 2 trainers, 2 apprentice trainers and 1 part-time coach/team developer. Since December, 2005 almost 450 people from churches and ministries have attended our workshops and receive ongoing support from our organization.

What we do

We believe strongly that you can not train racism away. Attending a one or two day training is good at raising awareness, however the work of reconciliation and eliminating institutional racism and poverty takes years, if not generations. Facilitating such long-term and radical changes takes time and energy in an intentional and organized fashion in order to be effective.

Along with our 2.5 day workshop, we also provide the following:

- 3-4 hour Introduction
- 1 day Preparation Training
- Adult Sunday school curriculum
- Various book study outlines/suggestions
- Various “fun” and topical events to get people interested and engaged— e.g. New Community Living Conversations & Movie Nights.
- Team Development
- Team Accountability
- Caucusing events

Understanding Racism Workshops:

Joining The Journey

This 1-day *Understanding Racism: Joining the Journey* workshop introduces participants to the deceptive and destructive effects of racism in our lives and Christ’s Church, and invites us into a life-long journey of combating it – as individual Jesus-followers and as the body of Christ. This basic workshop is designed to precede the advanced (2.5 day) workshop on *Understanding Racism: Power for Change*, and subsequent training and coaching in Anti-Racism Team Development and Anti-Racism Organizing.

Power for Change

This 2.5-day *Understanding Racism: Power for Change* workshop expands and deepens the learning of the 1-day workshop. It further explores the role of history in creating the race construct we have today, delves into the various ways that racism manifests itself in our lives and provides a strong foundation for the continuation of your anti-racism journey. Designed to follow the 1-day *Joining the Journey* workshop, it also prepares you for subsequent training and coaching in *Anti-Racism Team Development* and *Anti-Racism Organizing*.