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Phase	Engage: the place of humility and trust 1 Cor 12:24-27	Educate: the place of openness and understanding Gal 2:11-12, Acts 11:1-3	Empathise: the place of reconciliation Eph 2:14-16 Barriers to pray through	Encourage: the place of partnership and hope Acts 9:26-30, Acts 11:19-26
What this looks like	Some people will need to move from denial and defence to acknowledging and accepting the reality of racism; others will need to move from a place of deep hurt, sensitivity and mistrust to accepting help and begin to have hope. Engaging is not the same as showing empathy. Empathy comes after you've listened enough that you understand.	Some people will need to develop a greater willingness to listen and reflect; others will need a willingness to be open and share experiences.	Some people need to repent; others need to forgive.	Some people will need to get behind, work with, release, disciple and invest in the leadership development of particular people in their church. This may include investing financially. Others will need to commit to be trained, learn, make the most of the opportunities, take responsibility and honour leadership.
Barriers to pray through	Pride, pain and mistrust	Ignorance and self-preservation	Rationalisation and holding onto rights	Relational separation – continuing to have closer relationships with people who are like you within the church. Culturally different perceptions of what commitment and leadership look like. Distrust of opportunities due to past disappointment.
This leads to...	Journeying together and growing in deeper relationship	Acceptance of reality and a common understanding	Healing and reconciliation.	People being allowed to fully flourish in the gifts and talents that God has given them. Peace and unity in relationships.