

# HEARTS EXCHANGED

## Community of Practice



Hearts Exchanged is partnering with Thriving Practices for churches to be part of Hearts Exchanged Communities of Practice (CoP). CoPs are intended to bring the practices and learning from the HE Learning Journey to the whole congregation. These CoPs will receive coaching from the Hearts Exchanged staff team, supporting them to engage their congregations in journeys of reconciliation that are long-term and transformational. They will also take part in regular connections with peer-congregations to share best practices, ideas, resources, etc. This will be for an additional 1-2 years beyond the 8-month Hearts Exchanged Learning Journey, as participants discern and implement reconciliation action plans in their local churches/communities. Grants are available to each CoP for travel, events, and projects that they discern as their next steps together. This funding is available due to a grant from the Lily Foundation.

### REQUIREMENTS:

#### **Relational - Each CoP must be made up of at least 3 CRC churches**

- They do not have to be in the same city/region (but can be if there are local churches you want to connect with)
- There can be more than 3 churches, and can include non-CRC churches or communities/schools, etc., as long as it's in addition to the 3 CRC churches
- Not every participant in the CoP has to have completed the 8-month Hearts Exchanged Learning Journey - anyone wanting to engage long-term in reconciliation is welcome
- Each church must have 'approval/buy-in' to become an HE CoP congregation from their council/pastors to participate
- Each church needs a core group of 2 or more people committed to the CoP for at least one year - this can be a group that already exists in your church, or newly formed

#### **Connection - Each CoP will meet regularly, at a self-determined pace**

- The CoP will meet at least quarterly with the HE staff team for coaching (via zoom sessions - or in person if travel is regional)
- In addition, we expect that you will meet monthly with your church's core group
  - If the core group members are currently doing an 8 month Hearts Exchanged Learning Journey, these monthly LIVE sessions can count as CoP meetings too
- The CoP will meet for a minimum of one year, but can extend to two years if desired

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## **Planning - Each church in the CoP will develop their own reconciliation action plan (RAP)**

- This can be continued from the RAP created in your Hearts Exchanged Learning Journey, or something new created in collaboration with others from your church
- The RAP is basically setting goals for the next steps on your reconciliation journey - perhaps it's doing a book study, then a blanket exercise, then planning a TRC day event? Or maybe it's a plan for developing a respectful relationship with a local First Nations community?
- The RAPs do not have to be the same for every church in the CoP, but they are welcome to collaborate together if it would benefit them
- The HE staff team's coaching is intended to help you develop and execute these plans - you don't have to do it alone! We're here to help! We also expect that the plans of each CoP will be different and imaginative - and that there will be bumps along the way.

## **FUNDING**

### **Each CoP can apply for grant funding to support their RAPs**

- Up to \$1000 per CRC church in the CoP (\$3000 total) - funds can be used:
  - to pay for travel for participants to attend events related to their RAP (ie, attending a powwow at a local First Nation, or a local event with Indigenous speakers/artists, or a learning event put on by the CRC's Indigenous Ministry)
  - to pay for putting on events in your own community (ie, paying an honourarium to an Indigenous speaker, costs for hosting the Creator's Sacrifice series, etc).
  - do you have an idea that isn't listed here? Ask us!

## **HOW DO WE GET STARTED IN A HEARTS EXCHANGED COMMUNITY OF PRACTICE?**

- Decide who will participate, and commit together to the requirements above.
- Share this proposal with your council/pastor to get approval.
- Let the HE staff team know you want to do it! We'll pair you with other CoP churches (and if you have churches who want to do it with you, let us know!)
- We'll set up a coaching call to get you started, and to determine next steps.

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