

## BLR: Building Lasting Relationships

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### **FAITH-BASED CULTURAL COMPETENCY CONSULTATION/SEMINAR:**

helps individuals and/or organizations to reap the benefits of understanding an individual's and/or organization's actual (as opposed to theoretical) position on diversity, by discovering and maximizing all of God's "people" resources for Kingdom development in the workplace and in related products/resources.

**Nine Learning Objectives**—By session's conclusion, attendees will be exposed to:

1. How African Americans, Asians, Euros, and Latinos *process* information differently
2. How *these thinking differences* are an *asset* in organizational problem-solving
3. How to draw on untapped availability of quality human resources
4. The reality of the "*glass ceiling*" and how it functions against people of color and women in Christian & secular organizations
5. Conscious and unconscious hindrances to your church/organization's biblical diversity efforts in achieving the most biblically diverse participative management
6. Why biblical diversity and unity must simultaneously exist in the workplace for organizations to give God the maximum glory; be most productive and experience the rewards of achieving the racial unity of Christ's model-1 Corinthians 12:12ff & God's desire- Revelation 7:9
7. The "*Browning of America,*" and its future impact on your organization
8. Why the most successful *Fortune 500* secular organizations *can't afford* not to diversify in the area of culture/race & gender.
9. Six reasons why *secular companies* are making gender & racial diversity a priority in the workplace, their results, and *who some of these companies are!*
10. Why the *Race Wars Are Here and What You Can Do.*

Dr. Shuler's presentation format creates a "**safe**" place, providing an environment for honest discussion, self and organizational evaluation, and self-discovery; in order for all to hear each other, revealing to individuals and organization where they are and possible future directions in regards to implementing biblical diversity.

Dr. Shuler will provide a report of the seminar consisting of his observations and possibly recommendations to assist your organization in achieving its desired goal (s), no later than two weeks after the consultation/seminar.

**Seminar Presentation Format:**

- 10-15-minute “get acquainted”/brief statements, creating a “safe place” and laying a foundation for discussion (may include 5-minute DVD/video clip)
- Possible case study (s)
- Video clips (faith-based & general marketplace) to stimulate discussion
- Interactive group discussions (responding to case studies, video clips, etc.)
- Question/Answer time
- Help group create its own “Big Picture” concerning this management issue
- Format may change, if facilitator believes change will be more beneficial for church/organization/board.

**Format, content, and extent of possible proposed handout material:**

Will view how & what church/organization/board is communicating (orally, literature, & products/resources) to people of color (perception vs. reality)

Examine organization’s mission and/or vision statement(s)

Examine criteria for teaching/recruitment/hiring/promotion/retention/firing

Handling cross-cultural conflict in the workplace, as oppose to ignoring it

**Suggested Attendees:** Seminar proven most effective for organizations when CEO’s, Presidents, Senior Executive Officers, Board Leadership, management staff, Senior Pastors, Senior Church leadership, and emerging leaders attend. Change in America, usually happens from the top down.

**Suggested Length of Seminar:** Seminar proven most effective when the consultant has 12-16 hours to present contents/format of seminar and interact. Overnight provides participants time to process and do light, but *thought-provoking* homework assignments in order to maximize time seminar.

**Pre-Seminar Suggested Reading (consider reading one of the following books):**

*Black Teachers on Teaching*, Michele Foster, The New Press

*No More Excuses: Closing the Gap in Learning*, Thernstrom, Simon & Schuster

*Winning the Race to Unity: Is Racial Reconciliation Really Working?* (Moody, 2<sup>nd</sup> ed.)

*The Heart of Whiteness: Confronting Race, Racism, & White Privilege* (City Light Books),

*The New Jim Crow*. Michelle Alexander, The New Press

Try to view at least one of these movies before the seminar: *Gentleman’s Agreement*, *Hoosiers*, and *McFarland, USA* rated PG, *Blindside*, *Freedom Writers*, *Geronimo: An American Legend*, *Hidden Figures*, *Bury My Heart at Wounded Knee*, and *Take The Lead*, rated PG-13. *A Time to Kill* and *Dangerous Minds* both have an R-rating, no nudity, but profanity and violence. *Crash*, *Twelve Years A Slave* and *Gran Torino* have an **R-rating** with strong profanity, nudity, rape, and violence. Understandably some won’t watch the R-rated movies due to personal beliefs.

## **Biblical Diversity Consultation/Seminar Policies:**

- I. Authority:** This Biblical Diversity Consultation/Seminar is under the auspices of **BLR: Building Lasting Relationships.**
- II. Fee:** Minimum Fee for this one-day (4 hours) Biblical Diversity Seminar is **\$5,000.00** (includes pre-seminar preparation, post-seminar analysis, and writing of Diversity Evaluation Report, etc. A 2-day (8 hours) seminar is **\$7,500.00.**  
  
**Monthly Diversity Consultation is \$950.00 (per month 2 days per month, with 4 month minimum required, plus expenses).**
- III. Transportation:** Host organization (s) or conference, etc. is financially responsible for Dr. Shuler's airfare and any expenses incurred in route and returning from this consultation/seminar including Colorado Springs Airport parking. He **only** flies **United Airlines** unless United doesn't fly to host's location. Dr. Shuler's frequent flyer status provides him with viable options should inclement weather or mechanical problems affect his flights.
- IV. Lodging & Meals:** Host organization (s) or conference, etc. is financially responsible for Dr. Shuler's lodging and meals for duration of his stay for this consultation/seminar. Should Dr. Shuler be asked to stay to preach on Sunday, the host church will still be responsible for Dr. Shuler's accommodations, meals, etc. during this extended stay.
- V. Deposit:** Previous experience forces BLR to operate in strict business manner regarding bookings and fees for its service. BLR contracts on a "first come, first serve" basis. BLR naturally refuses other engagements on this confirmed date. If a seminar is canceled, it is often too late for a previously refused church/organization to be booked due BLR's "first come, first serve" policy.  
  
**BLR's Biblical Diversity Consultation requires a \$475 non-refundable deposit. Diversity Seminar requires a \$1,500 non-refundable deposit. This deposit must be received within three weeks after a mutually agreed upon date has been set. Failure to receive said deposit within stated time releases Building Lasting Relationships from any verbal and/or written contract.**
- VI. Booking:** Seminars may be booked **as early** as two years in advance or a **minimum** of two weeks advance.

**VII. Materials Required for this Biblical Diversity Consultation/Seminar:** Video projector, screen & DVD player & Internet access

**VIII. Selling Books:** BLR requests permission to sale books & DVDs produced by Dr. Shuler and for assistance with the sale of BLR resources. Books can be sold before the seminar begins, during breaks, and at seminar's conclusion. Dr. Shuler will gladly **autograph books**.

**IX. Recording and/or Videoing:** No part of this consultation/seminar may be reproduced **without written permission** from BLR: Building Lasting Relationships. Permission **must be secured 7 business days before** seminar. If permission is granted, BLR shall receive **70 percent** of the profit from sales from reproduction of BLR seminar (CDs, DVDs, tapes, etc.). BLR is to receive unlimited copies of these resources upon request.

**X. Contract:** We, the organization (s), etc. accept all of the terms of this contract stipulated by **BLR: Building Lasting Relationships** understanding that that should our organization cancel for any reason after a date has been agreed upon by both host organization (s) and **BLR: Building Lasting Relationships**. We, the organization (s), etc. **forfeit the either the \$475/\$1,500 deposit**. If the consultation/seminar is held, the **balance of the consultation/seminar fee is due at the conclusion of and at the site of consultation/seminar**.

**\*Please Make Check Payable to: BLR: Building Lasting Relationships**

\_\_\_\_\_ **Requested Date (s) for Seminar**

Signed \_\_\_\_\_ (church/organization)

Signed \_\_\_\_\_ (Dr. Brenda Shuler- Executive Administrator of **BLR: Building Lasting Relationships**)

**Date:** \_\_\_\_\_ (Date Contract Agreement Signed)

**These four pages form the legal contract between BLR: Building Lasting Relationships and host organization (s) and invoice for payment.**