

Reconciling in Christ



A
Synod's
Guide to
Being
RIC





ReconcilingWorks believes God values and embraces each person as a beloved child, the Spirit gives a diversity of gifts for the common good, and Jesus Christ calls us to work for justice. The ministries of ReconcilingWorks advocates for the acceptance, full participation, and liberation of all sexual orientations, gender identities, and gender expressions within the Lutheran Church.



Reconciling in Christ

Since its beginning in 1983, the Reconciling in Christ (RIC) program of ReconcilingWorks has identified congregations, synods, and other Lutheran organizations as safe, welcoming communities of faith for people of all sexual orientations, gender identities, and gender expressions. The purpose of the RIC Program is to ensure the welcome, inclusion, celebration, and advocacy for people of all sexual orientations, gender identities, and gender expressions; work for racial equity and commit to anti-racist work and support the national program.

RIC Partners Public Commitments:

1. Your community explicitly states a welcome to people of **“all sexual orientations, gender identities, and gender expressions”** or **“LGBTQIA+”** and names its **commitment to racial equity or antiracism** in its welcome statement.
2. **Open to calling** an LGBTQIA+ and Black, Brown, Indigenous, Person of Color (BIPOC) Rostered Leader.
3. Will allow community space/sanctuary to be used for LGBTQIA+ **weddings and blessings.**
4. Will make a **meaningful contribution annually** to support the national RIC program.



WHAT IS A RIC SYNOD?

Reconciling in Christ (RIC) synods have approved a welcome statement and meet ReconcilingWorks RIC Partner Public Commitments. While the synod cannot speak for the welcome offered by individual congregations, it can ensure that the ministries of the synod organization will be inclusive. RIC synods serve as a witness to the wider Lutheran community and to society at large.

Successful RIC synods have formed standing committees or task forces whose primary focus is on the work of this public welcome and RIC Journey through many ways, including but not limited to: serving as a congregational and synodical resource, candidacy committee work, advocating, providing resources, hosting "Building an Inclusive Church" trainings, and more. Synods can start their journey in a variety of ways. ReconcilingWorks will support and accompany each synod in their journey.

HOW DO RIC SYNODS LIVE OUT THEIR AFFIRMATION?



Partnering with ReconcilingWorks to engage congregations and other ministries in the Reconciling in Christ journey of welcome, inclusion, and celebration, supporting and utilizing the national organization of ReconcilingWorks and the RIC program.

Serving as a congregational and synodical resource for matters of welcome, inclusion, celebration, justice issues, outreach, and advocacy in the life of the church.

DIRECTORY OF RESOURCES

Maintaining a directory of resource persons to assist congregations and other ministries as they live out the journey of welcome, inclusion, and celebration together faithfully in dialogue.

EMPHASIZING WELCOME

Emphasizing the synod's commitment to welcome with synodical events, such as at an annual leadership conference, synod assemblies, workshops, panel discussions, Bible studies, resource tables, and other means of educational and spiritual growth.

ADVOCATING

Advocating (together with the bishop and/or other synod leaders) for public policies that protect LGBTQIA+ people and their families, such as protections against discrimination in the marketplace and housing; protections against bullying in schools. Anti-racism justice and immigration equality.