

Brews and Bias - Facilitator Training (FAQ Sheet)

Target Audience

Is this only for clergy?

No. Brews and Bias is designed for anyone committed to creating honest, compassionate dialogue about race, identity, and community.

Eligible Facilitators			
Clergy	Lay Leaders	Educators	Organizers

The only requirement is a willingness to lead with **clarity, compassion, courage, and care.*

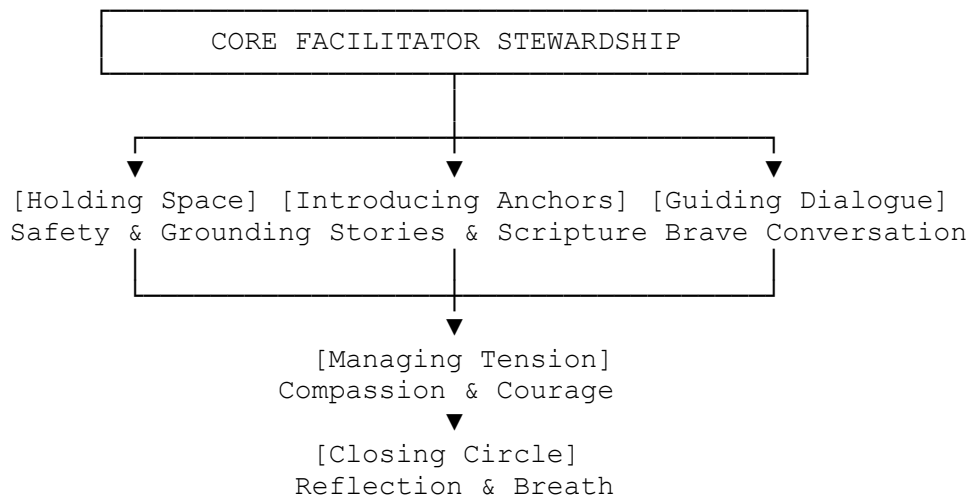
Time Commitment & Structure

Phase	Activity	Duration	Delivery Mode
Training/Event Details			
1. Preparation	Facilitator Meet & Greet	60 Minutes	Online Video
2. Pre-Work	Online Training Modules	4 hours	Self-Paced
3. Gathering	In-Person Training	4 Hours	Live / On-site
Structure for Hosting a Community Conversation			
1. Event Day	Pre-Circle Prep	1 Hour	Independent
2. Implementation	Live Circle Facilitation	60–90 Minutes	Live Group Session
3. Debriefing	Post-Circle Reflection / Journaling	15–20 Minutes	Independent

Role & Responsibilities

What does a facilitator's role involve?

Facilitators guide participants through a structured yet flexible circle experience. You do not need to be an expert in race or theology—you simply steward the process.



Logistics & Materials

- **Prerequisites:** Completion of all learning modules and the 4-hour in-person training ensures alignment in values, agreements, and core skills.
 - **Provided Materials:**
 -  Access to Online Training Modules
 -  Official Facilitator Guidebook
 - **Ideal Group Size: 6–12 participants**
 - *Why?* Small enough for intimacy, large enough for diverse voices.
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Conflict & Participant Prep

What if conflict or discomfort arises?

Discomfort is normal and often a sign of meaningful engagement. Facilitators navigate these moments using four core tools:

[ Breath] – [ Brave Space Agreements] – [ Redirection] – [ Compassionate Truth]

Do participants need to prepare anything?

No. Participants simply come with openness, curiosity, and a willingness to engage.

Adaptation & Use Cases

Can Brews and Bias be used in workplaces, congregations, or community groups?

Yes. The hope is that you as facilitators will host these conversations outside of the walls of your church. A coffee shop, local pub, community center and more! This model is highly flexible and perfectly adapts to multiple settings:



Faith Communities



Nonprofits



Schools



Neighborhoods