



2027-2028

LEADERSHIP COHORT

The Global Immersion Leadership Cohort forms and equips Christian leaders across sectors to mend internal, interpersonal, and institutional divides.

The cohort integrates live teaching and conversation around the seven aspects of conflict-competent leadership, a communal approach to collaborative learning, and personalized coaching and spiritual direction. Together, these elements invite the next-level transformation unique to—and necessary for—each leader in the program.

In 2027-2028, the cohort includes an immersion into Northern Ireland, where we will explore the role of leaders in accelerating and disarming conflict. Participants will become certified in the proven conflict-transformation methodology [Dialogue for Peaceful Change](#), developed out of The Troubles by leaders at the [Corrymeela Community](#).

The cohort culminates in a robust synthesis of critical insights, strategy sessions for organizational renovation, program innovation, and local engagement, and a formal invitation to Global Immersion's Peace Fellowship.



This distinctive cohort is designed for experienced Christian leaders shaping people, organizations, congregations, neighborhoods, movements, and communities. Some lead through formal authority; others lead through relationships, service, advocacy, organizing, teaching, mentoring, and community-building.

We are committed to cultivating a learning community that reflects the diversity of the Body of Christ. We particularly welcome applications from leaders serving historically marginalized, under-resourced, rural, immigrant, Indigenous, Black, Brown, refugee, and other communities whose wisdom and leadership are essential to the work of peacemaking and repair.

Global Immersion

We believe some of the most important peacemaking wisdom emerges not only from formal training but from lived experience. Leaders who have navigated injustice, exclusion, displacement, conflict, poverty, trauma, or community struggle often bring essential insights to this work.

The challenges facing our communities require leaders who can build bridges across differences, tell the truth about harm, cultivate belonging, and imagine more just and peaceful futures. We believe those closest to pain often carry the wisdom necessary for healing. Whether you lead a congregation, nonprofit, classroom, neighborhood initiative, advocacy effort, or grassroots movement, your perspective matters and your voice belongs in this community.



2027–2028 Cohort Dates

All modules meet on Fridays from 8-11am Pacific on Zoom.

Each module includes live teaching and conversation, peer group working session for processing and deeper integration, and group spiritual direction.

Friday, October 1 – Module 1: Orientation

Objective: Begin the journey by orienting to one another, the conflict-competent leadership arc, and the sacred responsibility of forging a brave & resilient space.

Friday, October 15 – Module 2: Anchored & Propelled

Objective: Cultivate a deeply rooted inner life that anchors identity in belovedness and propels outward action from a place of purpose and Spirit-led discernment & conviction.

Friday, October 29 – Module 3: Self-Aware

Objective: Recognize our triggers, biases, and habitual responses to conflict.

Friday, November 12 – Module 4: Present

Objective: Recover presence as a practice for staying engaged and humanizing others.

Friday, November 19 – Module 5: Curious

Objective: Learn how to suspend judgment, ask better questions, and remain open amid tension.

Friday, December 3 – Module 6: Vulnerable

Objective: Choose authenticity over defensiveness as a habit for disarming conflict and building trust across divides.

Friday, January 7 – Module 7: Reconnect, Retrospect, & Remember

Friday, January 21 – Module 8: Resilient

Objective: Build spiritual, emotional, and communal resilience for sustained peacemaking.

Friday, February 4 – Module 9: Adaptable

Objective: Learn to pivot when new insights emerge and circumstances change, rather than clinging to predetermined ideas and outcomes.

Friday, February 11 – Module 10: Connections & Learning

Objective: Preparation for our immersion

Friday, February 29 – Module 11: Orienting to Our Immersion

Objective: Preparation for our immersion

March 3–12 – Module 12: Immersion (Northern Ireland)

Objective: Experience applied conflict analysis, community dialogue, and mediation within a post-conflict society.

Friday, March 31 – Module 13: Remembering, Locating, Imagining

Objective: Reflect on personal transformation and begin designing your contextual leadership project.

Friday, June 9 – Module 14: Articulating Our Leadership Project (Working Session)

Objective: Share and refine your contextual leadership project with community feedback.

Facilitators



Dr. Jer Swigart

Co-Founder, Executive Director
Global Immersion
Spokane, WA

Jer is a peacemaker, leadership coach, conflict-consultant, and Executive Director of Global Immersion. Drawing on more than two decades of work in conflict transformation, leadership formation, mediation, and cross-cultural engagement, Jer helps leaders cultivate the relational capacity, self-awareness, and courage needed to navigate conflict and lead toward greater flourishing. Jer's work is rooted in a conviction that mending divides begins with the inner work of becoming the kind of person who can remain present, curious, courageous, and connected in the midst of difference and conflict.



Nina Barnes

Spiritual Director
St Paul, MN

Nina is a spiritual director, coach, and founder of Transforming Journey, a practice devoted to guiding individuals and leaders through change, conflict, and deep interior formation. Drawing on decades of leadership, she brings a rare integration of organizational wisdom, relational intelligence, and soul care. Throughout the Leadership Cohort, Nina will coach the spiritual directors who accompany participants, serve as a featured plenary voice, and join the cohort during its immersion phase.



Dr. Rahn Franklin

VP of Inclusive Excellence
Bethel University
St Paul, MN

Rahn is a leadership coach, facilitator, and organizational strategist who helps leaders navigate the complexities of influence, change, and conflict. Drawing on years of experience accompanying leaders and teams through challenge and opportunity, Rahn brings a grounded blend of strategic insight, cultural intelligence, and attentiveness to the human dimensions of leadership. For the Leadership Cohort, Rahn serves as a featured plenary voice and leadership coach, offering companionship to our leaders as they navigate the obstacles, opportunities, and responsibilities that come with their influence.

The cohort's framework centers the formation of leaders around the seven marks of conflict-competent leadership.

ANCHORED & PROPELLED

Conflict-competent leaders begin from a deep awareness of their belovedness and identity, grounding themselves in practices that root them in God's presence. From that foundation, they are propelled into action—not by pressure or ego, but by clarity, purpose, and Spirit-led conviction.

SELF-AWARENESS

These leaders do the inner work of noticing their reactions, interrogating their narratives, and understanding how their presence impacts others. They steward their stories and power wisely, inviting feedback and choosing transformation over self-protection.

PRESENCE

In conflict, these leaders resist the urge to withdraw or overpower—instead, they stay grounded, engaged, and open-hearted. Their consistent presence communicates dignity, builds trust, and reflects the non-anxious love of Jesus.

CURIOSITY

They choose to ask instead of assume, seeking to understand rather than to win. Curiosity helps them stay open, honor others' stories, and hold space for transformation even amid tension.

VULNERABILITY

Rather than hiding behind control or certainty, they lead with honesty and courage, naming their limitations and pain. Vulnerability is their pathway to trust, connection, and the kind of presence that makes peace possible.

RESILIENCE

They recognize that peacemaking is long, painful, and beautiful work, and they cultivate the spiritual, communal, and emotional practices to sustain it. Their strength comes not from striving alone but from staying connected to their Source and their community.

ADAPTABILITY

Rooted in their identity and mission, they remain open to change, pivoting when the Spirit leads or the context demands. Adaptability is how they embody faithfulness in real time—letting go of control in order to make room for transformation.

Northern Ireland Immersion Overview – Peacemaking in Belfast

Our immersion begins in Belfast by walking the city's contested ground—literally and figuratively—exploring how peacemaking is embodied in everyday spaces and by courageous local leaders. Over the course of two days, we'll engage with community leaders and organizations who are building trust and fostering healing in neighborhoods once marked by deep division.

We'll visit neighborhoods along historic fault lines between Protestant and Catholic communities, where the scars of the Troubles are still visible. Through guided walks and conversations, we'll learn how peacebuilders are addressing generational trauma, economic disparity, and social fragmentation. We'll explore how proximity between people, institutions, and even opposing ideologies can become a catalyst for transformation rather than violence.

The immersion includes visits to community centers, youth organizations, and shared spaces that now serve as hubs for dialogue, healing, and reconciliation. Through roundtable conversations with grassroots leaders, we'll reflect on what it means to build peace from the ground up—not through imposed solutions, but through persistence, relationship, and the slow work of trust.

These days in Belfast are immersive, physical, and deeply relational. They invite us to listen closely, feel the weight of history, and witness the courage of those who are quietly shaping a more hopeful future. Our learnings here will help us consider how similar divides are navigated—and can be mended—in our own contexts.



Northern Ireland Immersion Overview – Dialogue for Peaceful Change: Formation at Corrymeela

The second half of our immersion takes us from the city streets of Belfast to the north coast of Northern Ireland, where *we'll spend four days training at the Corrymeela Community*—an historic reconciliation center perched above the sea near Ballycastle. Here, we'll dive deeply into the Dialogue for Peaceful Change (DpC) methodology, a globally respected framework for navigating conflict, managing resistance to change, and building healthier communities and organizations.

Born out of the legacy of the Troubles, DpC offers a set of practical tools and models developed through decades of work in post-conflict Northern Ireland and around the world. This hands-on training equips participants to understand the roots of conflict, communicate empathically, and lead strategic interventions that foster long-term transformation.



Our time at Corrymeela is also about presence. The rhythms of shared meals, communal reflection, and stunning coastal landscapes create space for rest and perspective. Founded in 1965 by Ray Davey and others as a response to the violence and polarization they had witnessed, Corrymeela has become a global symbol of Christian reconciliation and relational healing.

Here, we learn not only new frameworks, but new ways of being—how to embody reconciliation, build trust, and lead others toward more peaceful futures.

The Cohort Experience Includes:

PEER GROUPS

Each member will be placed into a peer group where the themes from our content sessions can intersect with your personal formation and leadership practice.

RESOURCES

Each module will provide and/or generate resources, including video recordings of our content sessions, which will be curated into a digital 'toolkit' you can access throughout and beyond the cohort.

COMPANIONSHIP

The journey we will take together will explore themes likely to generate the kinds of discomfort and disorientation necessary for transformation to occur. Our team will be available throughout the cohort to offer the support you need.

COACHING & SPIRITUAL DIRECTION

Members will have the opportunity to meet with our facilitators for at least one coaching session (leadership formation, organizational renovation, program development, alliance building) and one spiritual direction session (sustaining, contemplative work oriented around the seven marks of conflict-competent leadership). Additional sessions may be available upon request.

GLOBAL IMMERSION'S PEACE FELLOWSHIP

Upon completing the cohort, you will be formally invited to become a Global Immersion Peace Fellow. Through quarterly online convenings and annual in-person experiences, we will continue to support your ongoing formation, deepen your relationships with other reconciling leaders worldwide, and resource your collaborations as they emerge.



Endorsements from Cohort Alumni

My pilgrimage with the cohort was transformational for me as a faith leader, and the experience continues to guide who I am today as an educator in the public school system. I started the journey eager to learn what I needed to do to help my faith community become a place of restoration and peace. By the end of the journey, however, I realized that being a faith leader and peacemaker was less about what I needed to do and more about who I needed to become. I learned the importance of storytelling, surrendering and allowing the Spirit to bring life to the brokenness, binding one another's wounds, allowing space for doubts, always welcoming creativity, and finding peace in the Mystery of it all.

- Mindy Plick, 2021 Cohort
Public School Educator



Nine months before joining the cohort, I was in Myanmar, holding an M16 rifle, and aiming it at a Myanmar Military base. At that time, I believed I was operating out of love for my neighbors, an oppressed ethnic minority called the Karen, who had been targets of intense violent persecution in Myanmar for decades. While motivated by love, embracing violence left me feeling empty, hopeless, and further from justice. I joined the 2022 cohort and through it, I transformed. My soul found repair, and my mind was opened to a faith-infused, hopeful alternative to the path I found myself on. It didn't happen overnight and it didn't happen alone. I'm grateful for how my peers and our guides allowed me to stumble into an embrace of restoration, both for myself and for the world around me.

- Jesse Phenow, 2022 Cohort
Executive Director
The Urban Village



This leadership cohort has been an essential, brave space to process and question some big ideas on a peer level with people who I can be honest and vulnerable with. The progression of modules took me beyond attaining new knowledge to experiencing holistic transformation. Beginning by learning to embrace our own belovedness, the cohort created a strong foundation to examine constructs in faith, government, society, and my own organization that might have otherwise proved too complicated to untangle. The investment of the facilitators and faculty formed me in ways I haven't experienced in any other space as a leader.

-Jen Manlief, 2023 Cohort
Manager of Vehicle Residence Programs
The University Heights Center



This cohort produces leaders in peacemaking who are making the world a better place for the glory of God. The experience ties together what leaders aspire to be—people who close the gaps between themselves and the pain in this world, and equip others to do the same. Informed by global experts in peacemaking and reconciliation, the cohort equipped us to embrace belovedness, starting with ourselves and extending it to all of creation. Through deep biblical reflection, academic knowledge, and experiential learning, we were empowered to question, embrace, lament, and reconcile. The cohort challenged me to make the restorative essence of Jesus real and relevant every day in every aspect of my life. I am an entirely different human being and leader because of this cohort's inspiration to practice peace with every inhale and exhale. If you're a leader who is fueled by your faith and who wants to get better at tending to the world's pain for God's glory and neighbors' good, I implore you to join this cohort!

-Dr. Rahn Franklin, 2024 Cohort
Vice President of Inclusive Excellence
Bethel University



Cost

\$5000

Cost includes:

- all live virtual programming from October 2027 - June 2028
- all one-on-one coaching and spiritual direction sessions.
- in-person immersion for seven days, including
 - immersion into *The Troubles* in Northern Ireland
 - covers programming, lodging, most food, and transportation*
 - certification in the Dialogue for Peaceful Change Conflict Transformation Methodology at the Corrymeela Community
 - covers programming, lodging, food, transportation

*Cost does not include flights, transportation from the airport to the hotel, and some meals during immersion

Funding Support

Financial resources should never be the sole reason a leader is unable to participate. We recognize that leaders serve in a wide range of contexts with varying levels of organizational and personal resources. Our team is committed to helping participants explore creative funding pathways, fundraising strategies, sponsorship opportunities, and scholarship support where available.

In addition, we've created a fundraising letter template. This template has been successfully used by past Global Immersion participants and can help you secure the necessary support. You can find this template on the next page.

Request for Funding Template

Dear (First Name),

(Brief introductory paragraph for personal updates, well wishes, etc.)

I've recently been nominated for a prestigious leadership development cohort hosted by Global Immersion that equips Christian leaders with the vital tools for transforming conflict within ourselves, our organizations, and our contexts.

The cohort utilizes live access to leading voices in global faith-based peacemaking, a communal approach to collaborative learning, and personalized coaching and spiritual direction sessions to invite the next-level transformation unique to and necessary for each leader in the program. It includes an immersion into Northern Ireland, where we will explore the role of faith leaders in accelerating and disarming conflict. While there, we will gain certification in the proven conflict transformation methodology, *Dialogue for Peaceful Change*, born out of *The Troubles* by leaders at the Corrymeela Community. The cohort culminates with a robust synthesis of critical insights, strategy sessions for organizational renovation, programmatic innovation, and local engagement, and a formal invitation into the Global Immersion Fellowship as a Peace Fellow.

As you know, I am someone who longs to leverage my faith to participate locally and globally in the holy work of repair. Through this nomination and application process, it has become clear that this cohort is what I need to level up my leadership.

The entire cost for my participation in this cohort is \$5000 + flight. My strategy is to fund a third of this myself, ask my organization to fund a third of it, and invite a small community of investors to fund the final third. I'm writing today to invite you to join that community of funders. Will you invest in peace by contributing (\$ amount) to my formation and its exponential impact within my organization?

All donations are tax-deductible as they will be given to and processed by Global Immersion, a registered 501c3.

[INSERT DONATION INSTRUCTIONS or LINK]

I will personally follow up with you by x date by phone or in person so that I can answer any questions you may have. In the meantime, please don't hesitate to call (phone #) or to email (e-address) with any questions you may have. Thanks in advance for your consideration and your partnership.

Yours,
(Name)