

Models for Multicultural Ministry Class Exercise
August 13, 2004
Church Renewal and Outreach
Multicultural Church Institute
Ghost Ranch
Notes provided by Rev. Larry Grimm

As a class exercise, four teams were assigned to develop a Multicultural Church definition, 10 steps toward becoming a Multicultural Church, and a Multicultural Church Vision statement. Three of the groups' work is shown below.

A) Rainbow Presbyterian Church

Definition:

A multi-cultural church is one that recognizes, utilizes, and celebrates the racial, cultural, generational, gender, and other diversity represented in the congregation and community. The leadership reflects this diversity.

The worship demonstrates this diversity in language, music, art, and theology.

The church intentionally seeks people of diverse races and cultures.

10 Steps to M/C Church:

1. Develop vision with Leaders
2. Provide Studies of Biblical foundations of M/C ministries and community
3. Form a representative M/C taskforce
4. Analyze Community context and listen to focus groups
5. Study and do cultural proficiency training
6. Preach for broad congregational buy-in
7. Integrate M/C elements in worship
8. Staff multi-culturally
9. Involve M/C diversity in leadership and decision making
10. Connect with other churches developing M/C identity and be open to new opportunities/ideas

Our Vision:

Embracing God's Promise:

We are a people of God's word. We believe that God created every person uniquely with equal worth. (Gen. 1:27-28)

Embracing God's People:

To be a blessing to all people, we value all cultures, joyfully through worship, service, and fellowship. (1st Peter 2:9)

Embracing God's World:

Called to be stewards of God's creation, we are a people of God's righteousness, striving "to do justice, love kindness, and walk humbly with God." (Micah 6:8)

B) First Presbyterian Church

Definition:

- A multi-cultural church:
- Reflects the community
- Recognizes uniqueness and gifts of the different cultures in it
- Includes those populations in
 - ✓ Governance
 - ✓ Worship
 - ✓ Staff
 - ✓ Programs
- Identifies itself publicly as multi-cultural
- Possesses a shared vision of intentionally being multi-cultural

10 Steps to M/C Church:

1. Cast the vision through (Diversity Ministry Team)
 - Preaching
 - Forming recurring classes for adults
 - Training new members and new leaders
2. Engage congregation/staff in expanding the vision and using minority voices as special consultants in process.
3. Pastor engage whole staff in understanding/accepting and conveying the vision
4. SSI Group and session take congregation ideas from visioning and translating into staff descriptions and objectives for the future
5. Rewrite Mission Statement to include multi-cultural vision
6. Write multi-cultural goals into new Associate Pastor's Sp diversity
7. Recruit pastoral candidates that share multi-cultural candidates that share multi-cultural vision and possibly have cross-cultural experiences.

C) North Presbyterian Church

Definition:

Since God created all life;

Since Christ reconciles all people to God;

Since the Holy Spirit makes us one in our diversity;

A multi-cultural church exhibits the kin-dom of God by recognizing, utilizing, and celebrating the gifts of diverse members.

10 Steps to M/C Church:

1. Form and commission a “multi-cultural task force” to assess, shape the vision, and form initial strategy for transformation
2. Address Racism and invite movement into modes of reconciliation
3. Explore Biblical foundations of the Missio Dei to reconcile a multi-cultural world
4. Mono-cultural empowerment
5. Work through power dynamics to a new embrace of mutualism and a new paradigm of multi-culturally shaped leadership
6. Include in worship the full diversity of the people, their cultures, and their gifts.
7. Shape diverse leadership and staff
8. Deepen and develop a “curriculum of our lives” (curriculum vitae) enabling interpersonal/cross cultural communication skills to grow empathy, compassion, and understanding.
9. Provide times of fiesta and para encontrarse
10. Transform the City into the Realm of God...and provide consultation resources for all urban areas, nations, and galaxies!

Our Vision:

We are called to be a sanctuary where people from East, West, North, and South will gather at a common table and celebrate the radical hospitality of God.



Rev. Larry Grimm