# Cross Cultural Relationship Building

## The Church’s Response

## to

## Emerging People Groups

# Emerging People Groups

## Minorities make up a majority of 30 cities in the United States. Some of these are Miami FL., Newark N.J., Washington D.C., Detroit MI., El Paso TX., New Orleans LA. Chicago IL., San Francisco CA., and Los Angeles CA.

# Emerging People Groups

## Miami is the second largest Cuban City in the world.

## Chicago has more Polish people than Warsaw Poland.

## Los Angeles is the second Largest Mexican City outside of Mexico.

## There are more Hispanics in Los Angeles than in seven Latin American Countries.

## The U.S. is the fifth largest Spanish speaking country in the world.

# Developing Cross-cultural Relationships

## Cultural Exploration

### Explore the community

### Explore the Emerging People Groups

### Explore the Networks in the Culture

## Cultural Exchange

### Communication Events

### Companionship Events

### Commitment Events

### Celebration Events

# Developing Cross-cultural Relationships

## Cultural Embrace

### Mutual Celebration

### Mutual Maintenance

### Mutual Governance

### Mutual Ministry

# Cultural Exploration

## Explore the Community

### Explore the various Ethnic Groups

### Explore the economic conditions

### Explore the religious background

### Explore the agencies already working with these groups

### Explore the perceived and felt needs of the group

### Explore the assets and emerging leaders of the group

# Cultural Exploration

## Explore the Culture of the Emerging People Groups

### Explore the History

### Explore the Value Systems

### Explore the Customs

### Explore the way and pace of life

### Explore the thinking patterns

### Explore the psychological temperment

# Cultural Exploration

## Explore the Networks in the Community

### Explore the natural gathering places

### Explore the celebration events

### Explore the communication patterns

### Explore the relational networks

### Explore the educational patterns

### Explore the service agencies

### Explore the religious groups

# Cultural Exchange

## Communication Events

### Visit the cultural group in their setting

### Invite key people to share in your setting

#### Tree Shakers

#### Jelly Makers

### Small group listening exercises - discover their agenda(s)

### Small group encounter groups - discuss and process their agenda(s)

# Cultural Exchange

## Companionship Events

### Develop personal relationships before group events

### Spontaneous personal events - suppers, baseball, football, soccer games, etc.

### Cultivate a small group of change leaders - people willing to take a risk

### Invite ethnic group to share in fun event

### Invite ethnic group to share in worship - joint planning for inclusion

### Move toward campouts and retreats for bonding time.

# Cultural Exchange

## Commitment Events

### Develop a regularly scheduled series of events

### Join together for agenda sharing and planning for events

### Lift up and honor indigenous leadership - cultivate open access to resources

### Develop a covenant statement of relationship building - be explicit about expectations of yourself and other party

# Cultural Exchange

## Celebration Events

### Small group celebrations

### Cultural events - ethos of the culture

### Worship events -Spiritual ethos of the various cultures - “soul-shaping”

### Holiday events - celebrate the unique traditions around the holidays

# Cultural Embrace

## Mutual Celebration

### Intentional inclusion of the cultural distinctives. Design to stretch both ways

### Mutual recognition and appreciation of diversity and unity. Results in a spontaneous embrace of another’s cultural uniqueness. It becomes yours to a certain extent.

### Mutual access to initiate and plan events - sharing of power to initiate

# Cultural Embrace

## Mutual Maintenance

### Mutual responsibility for property and facilities

### Mutual support of maintenance staff and work days

### Mutually defined responsibilities with accountability structures clearly defined - avoid paternalism or superiority syndrome

# Cultural Embrace

## Mutual Governance

### Mutual access to governing structures - design proper listening and communication patterns which are inclusive of those who tend not to speak

### Mutual delegation of responsibility - equal sacrifice not equal load

### Mutual qualifications for selection and election processes - biblical qualifications where ever applicable

# Cultural Embrace

## Mutual Governance

### Mutual discussion of governing style

#### each group views authority differently

#### each group views leadership differently

#### each group views power differently

#### each group views equality differently

#### each group views spirituality differently

#### each group views decision making differently

# Cultural Embrace

## Mutual Ministry

### Mutual responsibility for meeting needs

#### Begin by working in teams visiting people of each group

#### Develop cross training to be able to meet the needs of each cultural group on a spiritual, emotional, and psychological level

#### Build towards the freedom of any leader visiting and ministering to anyone in the church (this is hard in most churches because of focus on the senior pastor as the key to what constitutes a visit.

# Cultural Embrace

## Mutual Ministry

### Mutual receptivity for ministry

#### Staff needs to submit to each other

#### Staff must model openness to speak into each others lives.

#### Staff has to hold each other accountable for spiritual growth

#### Then this will be embraced by the congregation(s)

# Cultural Embrace

## Mutual Ministry

### Mutual Initiation for Ministry events

#### Staff must support the events of each other

#### Communication must be done in a mutual way.

#### Attendance at mutual and separate functions are very strategic.

#### Staff must intentionally cultivate a spirit openness for others to suggest projects and ideas. Must design dream times together

# Cultural Embrace

## Mutual Ministry

### Mutual planning for major and minor facets of ministry

#### It is the small things that get in the way of the bigger plans. Big things are easy to plan but the smaller things take the most attention.

#### Communication of expectations of participation is very critical for a balance of harmony and support

# MODELS OF INTERCULTURAL MINISTRY

## The Church’s respose

## to

## Globalization

# Community Evangelistic Model

## Outreach oriented

## Personal or small group discipleship

## Converts integrated into other ethnic churches

## Bi-lingual converts integrated into host church

# Sunday School /Department Model

## Bi-lingual Sunday School established

## Ethnic department developed

## Host church controls space and environment.

## Second generation English speakers integrate into primary services

## Leadership chosen by host church

## Funding provided by host church

# Bi-lingual Church Model

## Separate language services in same building

## Sunday School and Church Service alternate

## Ethnic group calls own pastor

## Ethnic group rents portion of building

## Host church maintains control of schedule

## Second generation English speakers integrate into host services

# Multi-cultural Staff Model

## Services created for ethnic groups

### Separate language services

### Joint services for sharing cultural worship

### Cultural contextualized services

## Adult /Adult relationships among all groups

## Ethnic groups assume responsibility for whole facility

## Ethnic groups included in decision making

## Ethnic leadership staff of the church

## Senior pastor leader of staff

# Multi-Cultural Integrative Model

## Services Created for each ethnic group

### Separate language services

### Joint services for worship

### Culturally contextualized services

## Church structured governmentally for mutual responsibility and ownership

## Pastoral staff selected by each congregation

## Issues and Decisions processed by all groups

## Rotation of Pastoral Leadership