

## Multi-ethnic, Multi-cultural Church

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**Mark DeYmaz**, Mosaic Church of Central Arkansas, Little Rock, AR ([www.mosaicchurch.net](http://www.mosaicchurch.net))

The single greatest movement of God's hand on the church in this century is the move of the local church to diversity.

If the kingdom of heaven is not segregated, why is the church? (92.5% are segregated.)

The local church is systemically racist—it unintentionally segregates the church and *undermines the power of the gospel message that God loves all people.*

Biblical basis:

The multi-ethnic church was envisioned by Christ, described by Luke in Acts, and prescribed by Paul in Ephesians.

The “mystery of the gospel” is *gentiles and Jews being one in Christ.*

Seven core commitments to be a multi-ethnic church:

1. Embrace dependence: can't be achieved through human efforts.
2. Take intentional steps: accommodation—we will change so you feel comfortable.
3. Empower diverse leadership: from the pulpit to the nursery—model what you preach.
4. Develop cross-cultural relationships.
5. Pursue cross-cultural competence: apologize when you mess up.
6. Promote a spirit of inclusion.
7. Mobilize for impact: turn the power of diversity outward.

Chris Rice said, “God is not so interested in the church healing the race problem, but God will use race to heal the church.”

**Art Lucero**, Sunrise Church, Victorville, CA ([www.artlucero.com](http://www.artlucero.com))

- Bring clarity to your vision: When you are clear, the people will follow.
- Define your purpose: The great commission.
- Define your terms: Make disciples, love your neighbor, love one another.
- Apply your purpose: Who are you trying to reach in your community?
- Address your fears. You will have to work through the concerns of your group.

You can't change the ministry strategy without clarifying the purpose, because the people's purpose then becomes preserving the old strategies. Instead, present a *clear* vision to prepare your people to accept new strategies.

**Doug Murrell**, New Life Providence Church, Virginia Beach, VA ([www.newlifeprovidence.com](http://www.newlifeprovidence.com))

Strategies for implementing diversity in your church:

1. Recognize the barriers to diversity. The key barrier is personal preference.
  - Worship--worship style, preaching style, song selection, service length, traditions
  - Community--“Dinners for 8”, youth staffing, leadership
  - Culture--People begin to eat, golf and hang out together outside of Sunday setting.
  - Talk about differences without getting offended; seek to understand each other.
2. Have an eclectic approach to music and the arts. Care for the community. Use proactive flexibility and intentionality.
3. How to implement diversity? *Own it. Support it. Adopt it.*