

# PILLARS OF MULTICULTURAL MINISTRY

## SOLUTION GUIDE



The ministry ideas, how to's, tips, and advice you need to create space for multicultural ministry. PLUS... how our software, Realm®, can help you achieve this ministry goal.

# Multicultural Ministry: Fad or Fate?

*Although we are in the 21st century, the term "multicultural ministry" tends to be an elusive trait of many missiological evangelical churches in America. Dr. Martin Luther King, Jr. famously declared, "11:00 on Sunday morning is the most segregated hour in this nation. This is tragic." Unfortunately, even if willing, we haven't made a ton of progress in this regard since 1963. This should not be. We can do better. We wrote this guide to give you pillars on which you can build a multicultural ministry.*




## MULTICULTURAL MINISTRY SHOULD MATTER TO US BECAUSE IT MATTERS TO GOD.

Most churches remain somewhat segregated to this day. Only 14% are considered racially diverse, according to a [Faith Communities Today survey](#), which defines a church as multicultural if at least 20% of worshippers are of a different race from the majority of the congregation.

So, why should this matter? How can we better reflect God's heart for His church in a racially divided society? Why doesn't it bother people when they're asked, "Are you a part of a Black church? White church? Hispanic congregation? Or Asian congregation?"

Multicultural ministry should matter to us because it matters to God. There won't be a "black" or "hispanic" or "white" section in heaven. We will all worship the same God, in spirit, together.



People of all different ethnicities attend the same grocery stores, work for the same companies, attend the same sporting events, and often, send their kids to the same schools. We are not necessarily steeped in a shared culture but have assimilated to a common culture. This guide was written with you and me in mind and your neighbor across the street whom you may not even know, in hopes to help bridge the gap on Sunday morning.

## Multiculturalism: The Final Frontier

**“SPACE: THE FINAL FRONTIER. THESE ARE THE VOYAGES OF THE STARSHIP ENTERPRISE. ITS FIVE-YEAR MISSION: TO EXPLORE STRANGE NEW WORLDS, TO SEEK OUT NEW LIFE AND NEW CIVILIZATIONS, TO BOLDLY GO WHERE NO MAN HAS GONE BEFORE.”**

Wow! What a bold and very fitting declaration for this guide.

Think back where you were when you heard these penetrating words that are most likely etched in our memories. These words not only helped shape pop-culture but also promote cultural diversity as a part of a team of multi-ethnic leaders with a united mission that we got to witness overcome obstacles together every week.

This team of individuals, made up of all different ethnicities, backgrounds, and levels of experience, taught America that unity is best expressed in diversity more than it is in uniformity. In an era when racism was rampant, *Star Trek* featured a racially mixed crew. Prominent bridge officers included Lieutenant Uhura as a communications officer of African descent and Lieutenant Sulu as an Asian helmsman. Having cast members in such important roles was revolutionary at the time.

Nichelle Nichols, the African-American actress who played the role of Uhura, claims that she considered quitting the series early on, until Martin Luther King, Jr., contacted her and persuaded her to continue in the role. He emphasized the impact she was having as a black woman seen every week in a prominent and powerful position.

## Creating Space for Multicultural Ministry

Let's dive into the topic of multicultural ministry. In doing so, we'd like to intentionally point out the mission of the starship Enterprise in relation to the Great Commission given to us by Jesus Christ.

Similarities between the Great Commission and the Starship Enterprise's SPACE Mission:

There is a *voyage* - we must leave our comfort zones to effectively complete our mission. Jesus desired his disciples to reach *all nations*; the Enterprise was to seek out *new life* and *new civilizations*.

It is of utmost importance for us to reach groups of people from different cultures, ethnicities, and nationalities. Jesus said, "Therefore go and make disciples of all nations," Matthew 28:19. The starship Enterprise declared, "To boldly go where no man has gone before."



When Jesus was explaining how hard it is for the rich to enter the Kingdom of Heaven, He compared it to a camel going through the eye of a needle. The scriptures say, "When the disciples heard this, they were greatly astonished and asked, 'Who then can be saved?' Jesus looked at them and said, 'With man this is impossible, but with God all things are possible'" (Matthew 19:25-26).

Maybe this is our dilemma, we've tried to solve a spiritual issue through feeble attempts and man-made mechanisms.

**“RACISM IS ULTIMATELY A SPIRITUAL PROBLEM;  
YOU CAN'T EDUCATE THAT OUT OF PEOPLE. YOU  
CAN'T LEGISLATE THAT OUT OF PEOPLE.”**

**- MARK DEYMAZ, PASTOR OF MOSAIC CHURCH IN LITTLE ROCK, ARKANSAS**

This is a bold and spiritually accurate statement. Racism, classism, sexism, or whatever-ism that has been brought about by the fall of humanity, pierces deep into the heart and soul of humanity.

*Star Trek* took some big risks by including racial minorities in the cast in such prominent roles. With the potential of backlash from viewers in the Southern United States, the hotbed of racism in the 1960s, *Star Trek* presented a future of racial equality. By doing so, *Star Trek* helped advance the cause of civil rights in 1960s America.

If *Star Trek* took such a big risk by casting people of different ethnic backgrounds in such prominent roles back then, our churches and ministries should take that same stance today. If we truly desire to reflect a biblical model of multicultural ministry, as the Apostle Paul declared, we must, "...become all things to all people so that by all possible means we might save some." 1 Corinthians 9:22. This includes empowering leaders of different ethnic and cultural backgrounds then the majority of our congregations. We can extend our reach into each and every community as we minister for the sake of the Gospel so that we may share in its blessings.

Multicultural leadership is a must in the politically and racially charged cultural context in our churches today. It's not popular, you definitely won't please all people in doing so, but it's biblical. Leaders in God's church have a responsibility to do what's best with what and whom He brings through their ministries.

## Concept of SPACE

For us to explore how multicultural ministry is applied, we must boldly explore this concept of SPACE by using it to highlight the key essentials to strengthen your church and provide the pillars for multicultural ministry in this guide.

**S** **CRIPITURAL SUPPORT**

God's word is the foundational support for any ministry endeavor. When all else fails, we can always count on God's word to guide us through the darkness of any sinful situation or cultural crisis. Scripture is the truth that we, as Christians, have been set apart for by God through Christ as he prayed in John 17:17, "Sanctify them by the truth; your word is truth."



Scripture gives us supernatural authority to expose issues such as racism and cultural biases within our churches and communities, to shed light and offer wisdom in areas where there is chaos and confusion.

"There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus." - Galatians 3:28



## P RAY & PERSIST

Whether it's for the different types of people who will walk through the doors or for the people who won't set foot in our church. We have to be prepared and willing to "Pray without ceasing," 1 Thessalonians 5:17 for God to supernaturally intervene in cases where only He can provide a solution and the best outcome.

"Therefore I tell you, whatever you ask for in prayer, believe that you have received it, and it will be yours." - Mark 11:24

## A PPLY & ADVOCATE

There is no true biblical interpretation without application. We must "not merely listen to the word, and so deceive [ourselves]. Do what it says." James 1:22 It's interesting that we have a divinely inspired blueprint available for us to serve through ministry. However, we don't always apply the blueprint by faith in every situation involving our church direction and ministry goals. When it involves believers coming into alignment with God's plan and purpose for our ministries we must remember we don't have to do it alone.

"But the Advocate, the Holy Spirit, whom the Father will send in my name, will teach you all things and will remind you of everything I have said to you." John 14:26



## ULTIVATE CHRIST - CENTERED COMMUNITY

When Jesus Christ is the epicenter of all that we do in ministry, we are trusting in and enabling God's redemptive plan for humanity. Just like Jesus, we can tear down the cultural barriers of our day as he did in his. We can begin to foster cross-cultural relationships in our churches as a subset of our identity in Christ, not in our culture.

One of the prevailing problems we have within our Christian heritage in America is we don't just identify as Christians. We become entrapped by our culture even concerning the expression of our faith. We label ourselves as white Christians or black Christians, black church or white church, hispanic church or asian-american church, etc.

We have placed our culture in the adjectival position and our Christianity in the noun position in terms of our faith. This is wrong. Pastor Tony Evans of Oak Cliff Bible Fellowship in Dallas, Texas, said:

**“YOUR CHRISTIANITY MUST ALWAYS BE IN THE ADJECTIVAL POSITION. OUR COLOR AND CULTURE SHOULD ALWAYS BE IN THE NOUN POSITION. IF ANYTHING MUST BE ADJUSTED IT’S THE NOUN OF YOUR HUMANITY NOT THE ADJECTIVE OF YOUR FAITH.”**

Jesus Christ, our Lord and Savior, never changed who He was to reach people. He remained grounded and confident in His identity as the Messiah, and as a result everyone He encountered was eternally changed by entering into personal relationship with Him.

"For we do not have a high priest who is unable to empathize with our weaknesses, but we have one who has been tempted in every way, just as we are--yet He did not sin." - Hebrews 4:15

# EQUIP, EDIFY & EMANCIPATE

This final pillar of multicultural ministry is threefold. Although we have created an acrostic for SPACE and each letter has been given a specific meaning within the construct of this guide, we now explore the multifaceted nature of this last pillar.

To equip the people of God seems obvious in essence. But when we have to equip people of a different cultural background, we always hit a proverbial wall that culture, experience, and sometimes socio-economic status has solidified over time.

In John 4, Jesus encountered a Samaritan woman drawing water from a well at the hottest point of the day. She was ostracized from her community and, unbeknownst to her, even from God (until she met the Messiah Himself) because of her ungodly relationships with multiple men in her community.

Jesus equipped her by exposing her sin through prophecy and quickly giving her a revelatory lesson in true worship. He edified her when He revealed His divinity as the Messiah and then perceived her evangelical gifting. After her life-altering encounter with the Messiah, she was released to operate in her calling as an evangelist who won her community over to Christ. As a result of Jesus' scriptural support for His teaching, His prayer, and His persistence, He maximized opportunities that God provided. He applied His faith and worked as an advocate for God's desire to breakdown historical boundaries of division fueled by racism, classism, and hatred for an inferior subculture in that region.

All of this groundbreaking multicultural ministry happened in a day because Jesus wasn't afraid to be rejected by a woman from a different culture who may have despised Him and his people.

## Promising Pillars of Success

This guide may have started off in a galaxy far, far away, but we have finally arrived back home together guided by the shining light, Jesus Christ, "the way, the truth, and the life and the only way to the Father." John 14:6.



Whether you've been challenged, convicted, or convinced in the reading of this resource, we hope you were blessed. We don't care if you're a Trekkie, pastor, or ministry team leader; we know that no matter who you are, no one can begin to build anything that will stand the test of time unless they have the proper tools to do so.

Core to building pillars of multicultural ministry is the foundation of communication, community, and relationship.

Realm supports the development of multicultural ministry by utilizing individual and group communication tools as well as discipleship pathways that move people toward fulfilling the Great Commission. If you need a solution to organize and support your efforts to develop leaders, cultivate community, and enhance communication, Realm is the solution for you.

Go online to [realmchurch.com](http://realmchurch.com) to discover how Realm helps. Remember, "For no one can lay any foundation other than the one already laid, which is Jesus Christ," - 1Cor. 3:11. Get started laying a solid foundation to build pillars for multicultural ministry today!



Throughout this guide, you have seen several ways that Realm helps churches reach new people and manage the life and operations of a church. We're excited to share more about our revolutionary ministry tool, Realm.

Realm provides solutions that will make your ministry and life way easier. It is cutting-edge church management software that combines administration, accounting, and community into one system. It also connects your entire church and personalizes each person's involvement in your ministry.

We'd encourage you to explore all that Realm makes possible by taking a demo, walking through a self-guided tour, or speaking with an associate today!



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