

How to Become a Multicultural Church

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- I. Initial Phase (this process will vary from congregation to congregation, probably from 6-12 months)
 - Identify where the energy is for Multicultural Ministry (it may be from CE or Mission probably not from Session)
 - Establish a small task force that would do a demographic study, collect necessary data, visit area MC (multicultural) congregations, attend PCUSA MC conferences & seminars, network with others exploring MC worship.
 - Begin occasional small group Bible study on hospitality and welcoming the stranger and include elements of change in worship. Research retired fraternal workers that might join in a residency experience.
 - Introduce some pulpit exchanges and expand task force with members from the target group.

- II. Start-up Phase (again this time table will vary depending of leadership and resources)
 - Report to session the results of demographic study, materials from MC Conferences, successes of MC activities to date
 - Assuming their support: write in to every staff member and church committee beginning elements for expanding MC activities with accompanying budget requirements.
 - Send more members to PCUSA MC conferences, plan for cultural competence training lead by someone from the outside, seek PCUSA financial support, grants.
 - Small successes will be shared broadly and celebrated!

- III. Development Phase: (may take several years)
 - Change will be apparent in worship style, small group make ups.
 - MC staff will be on board even if part time
 - Remind all involved that this is a long term commitment and the real joys may be
 - Keep two way communication open at all times, listen, listen, listen
 - Think, speak, act positively at all times
 - Pray without ceasing!

- IV. Expected results:

Worship is Alive, Diversity is Affirmed, Transformation is Anticipated,
Hospitality is Appreciated, Love is in Action, Faith is Abundant,
Truth is Accepted, Community is Achieved, Grace Abounds, God Awards!
