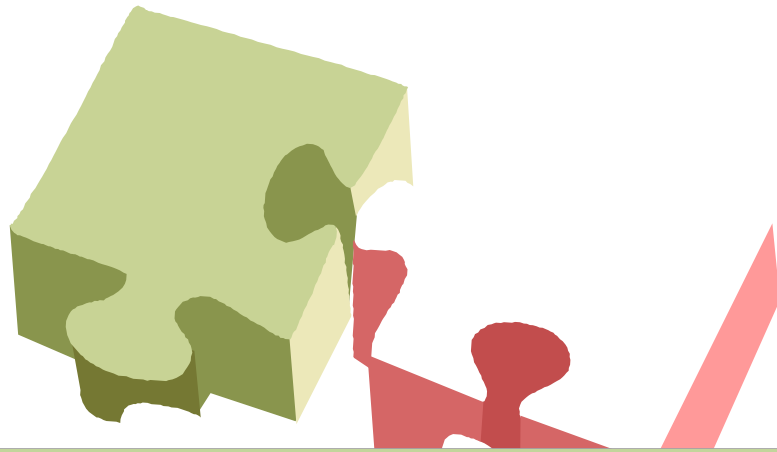


Ministry in Motion Int'l



CULTURAL
AWARENESS

EMBRACING DIVERSITY AS LEADERS

Gail E. Dudley, Author, Consultant, & Facilitator

The Great Commission

“Then Jesus came to them and said, ‘All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father, and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.’” –Matthew 28:18-20 (NIV)

Jesus said, “...go and make disciples of all nations...” One must have the ability to work effectively in cross-cultural situations and diverse settings. It is essential for volunteers to develop the awareness, knowledge and skills to respect different cultural values and beliefs to effectively lead and reach communities with the Gospel of Jesus Christ. This workshop will prepare leaders as they develop skills to tap a creative and biblical approach to diversity in a way that is friendly, safe and respectful for all participants.

Description:

To effectively lead and reach communities, you must commit to outreach in diverse settings. Help your team members to develop the awareness, knowledge and skills to respect different cultural values.

After completing this course you will be able to:

- 1) Discover and address personal filters and assumptions,
- 2) Understand core diversity issues, and
- 3) Apply the 12 characteristics of culture outlined on page 5 within your own organization.

Notes: _____

The Cross-Cultural Mission Field

1. What do we know about the Cross-Cultural Mission Field?
2. What skills, knowledge, resources, (etc.) do we need as leaders in order to embrace diversity and reach diverse communities with the Gospel of Jesus Christ?
3. Why is it in our self-interest to become aware of cultural differences?

Throughout the Bible we find differences between people, religions and groups. Today, we share cultural differences because we are all individuals, unique in background, experiences, and heritage. People from diverse backgrounds are naturally able to work and live together with respect and harmony. Prejudices, fears and stereotypes are learned behaviors that often interfere with healthy communication and trust between individuals and groups of different race, age, economic status, religious beliefs, demographics, personal style, and educational experiences, ethnic and cultural backgrounds.

What does the Bible teach about partiality? Read Leviticus 19:15, 2 Chronicles 19:7 and 1 Timothy 5:21

A person is not accepted or rejected by God because of his race or nationality. He is not accepted because he has a successful career, a pleasant appearance, or attends church. It is only faith in the Lord Jesus Christ that makes any person right with God.

However, Christianity does not discourage proper respect for age, talent, office, service, or position. In fact, it commands it. While these things put some on a higher level than others before men, they do not put them on a higher level than others before God.

The Bible teaches that people should see others through the eyes of Jesus, not according to their appearance, material worth, position, or race.

Identification Categories of Cultural Groups

- Age
- Body Size
- Class or Socioeconomic Status
- Education
- Gender
- Immigration Status
- Language or Accent
- Physical Disability or Impairment
- Race and/or Ethnicity
- Sexual Orientation
- Skin Color
- Spiritual Beliefs or Religion

Notes:

List the type of people or groups you have a tendency to avoid. Please explain why you avoid these groups of people.

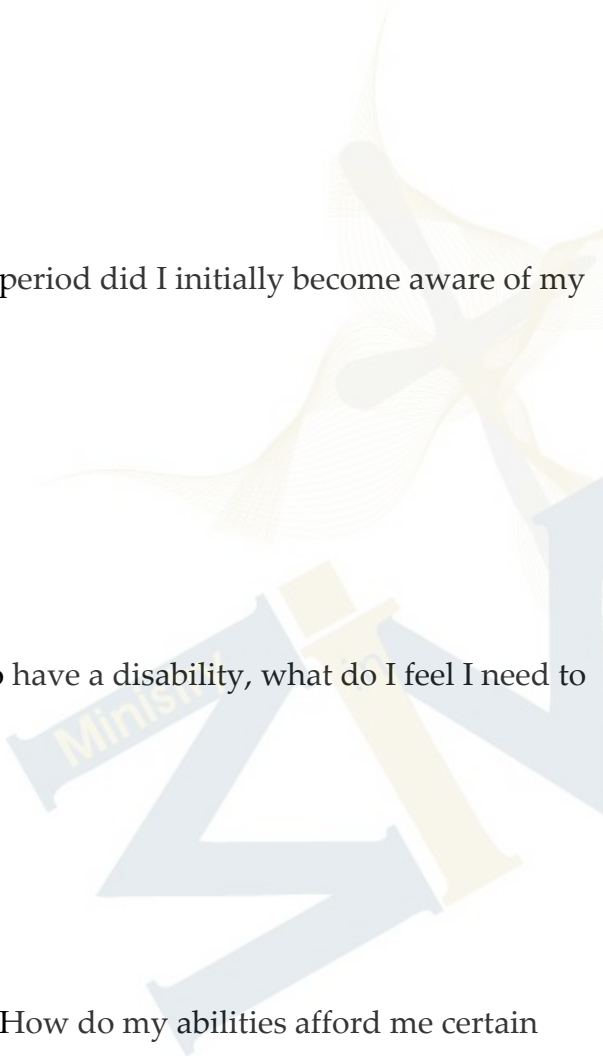
Prayerfully consider what you can do to change your tendency to avoid certain people or groups. Write your plans here.

Assumptions and perceptions are keys to the process of selecting what we choose to believe. How do we become aware and respond to situations based upon what is around us?--Because of our different experiences and different backgrounds, this information leads to different responses, different perceptions, different ways of seeing things, and different ways of thinking. Our experiences and cultural groups determine what we accept as reality and what we simply ignore because it doesn't register within our view. Because of differences in assumptions and perceptions, we often do not see what does exist and do see what does not exist.

Hebrews 11:1 "Now faith is being sure of what we hope for and certain of what we do not see."

As it relates to Cross-Cultural Ministry, how can we serve individuals who are different than ourselves by faith? _____

Revealing Personal Assumptions

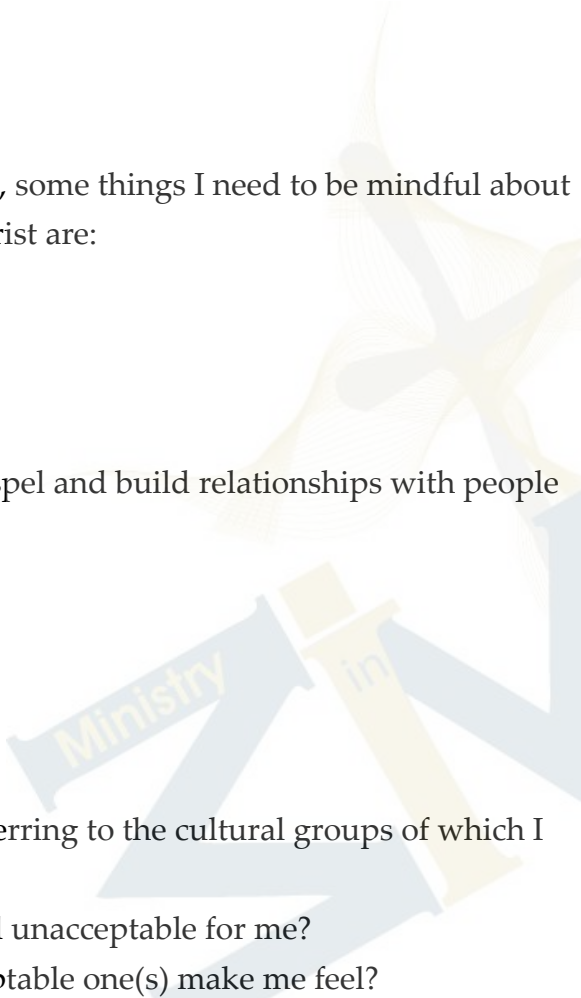
1. What are my cultural groups? (Include your race, culture, gender, age, physical abilities, class, sexual orientation and religion.)
 2. During what critical incident or time period did I initially become aware of my cultural identity?
 3. When ministering to individuals who have a disability, what do I feel I need to change in order to reach them?
 4. Having my physical abilities means? How do my abilities afford me certain privileges?
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5. Growing up poor/working class/middle-class/upper-class meant?

 6. Some of the things I see as benefits from my background are:

 7. As it pertains to my cultural group(s), some things I need to be mindful about while sharing the Gospel of Jesus Christ are:

 8. What are some ways to share the Gospel and build relationships with people who are different than me?

 9. What are some names I use when referring to the cultural groups of which I identify?
 - a. Which ones are acceptable and unacceptable for me?
 - b. How does hearing the unacceptable one(s) make me feel?
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Cultural Awareness Assessment

Symptoms of Diversity-Related Challenges

Check any of the following situations you notice and/or are experiencing in your church or organization

- Lack of diverse “voices” at all levels within the church or organization
- Lack of diverse staff and volunteers at all levels of leadership positions
- Difficulty incorporating diversity into our programs and brochures
- Resistance to change as it relates to incorporating cultural differences
- Challenges in communicating with others due to my lack of understanding of cultural differences including but not limited to: race, gender, ethnicity, education, class/social economic status, national origin, age, values and norms
- Ethnic, racial, or gender slurs or comments from staff or volunteers are tolerated in the informal environment.
- Difficulty in relating to others due to cultural differences
- Lack of social interaction between members of diverse groups
- Open conflict between groups or between individuals from different groups
- Perceptions that individuals are not valued for their unique contributions
- Frustrations and irritations resulting from cultural differences
- Resistance in changing style of ministering as it relates to understanding differences.
- I am aware of my own assumptions and stereotypes
- Difficulty ministering outside of my familiar box
- Organization is aware of and embraces cultural differences including cultural background, styles of delivering messages, and teaching, personal style, and dress
- Organization has a diversity mission statement

Acknowledging Differences

Accepting different cultural group's means much more than being comfortable with another person whose skin is a different color. It can mean tolerating a person's body odor so you have an opportunity to share the Gospel of Jesus Christ. It can mean being patient with a person who speech is different or heavily accented. It can also mean accepting people who dress differently and eat differently without forming an opinion or making assumptions based upon media or learned behaviors.

From Jesus' example, we see that He respected and honored people from every level of society. Look at the following questions along with each scripture. What are your thoughts?

Whose servant did Jesus heal? (Luke 7:2-10)_____

With whom did Jesus eat? (Luke 7:36)_____

With whom did Jesus stay? (Luke 19:5)_____

Whom did Jesus praise? (Luke 21:1-4)_____

With whom did Jesus speak? (John 4:7-9)_____

What importance did Jesus place on a person's status in society? (Matthew 22:16)_____

Let's talk (honestly) about personal space. What signals are we getting when someone from a different cultural group moves their arms, hands, or head? What are the acceptable distances in each cultural group? What does it mean if someone stands too close to you? What is meant by the tone of voice? We must be able to understand and appreciate different cultural groups and recognize competence without making assumptions.

What are some of your traits? *(Please list them.)*

If we offend one point of the law of the Kingdom, to what extent are we guilty?
(James 2:10-11)

A Servant's Heart

“Trust in the LORD with all your heart and lean not on your own understanding; in all your ways acknowledge him, and he will make your paths straight.” –Proverbs 3:5-6

The heart is truly the work of cross-cultural ministry. Your heart is the “awareness.” The focus is on how we interact with each other in the community, at work, outreach groups, church, social gatherings, etc.

In regard to me individually, the heart of ministry asks these questions:

What are my own personal biases, blind spots, and filters?

What are my prejudices and stereotypes?

How are my biases, prejudices and stereotypes impacting those at whom they are directed?

How are they impacting me personally, professionally, and in ministry?

What can I do to “unlearn” my biases?

In regards to ministry and building the Kingdom of God:

What are our interpersonal and inter-group relationships like cross-culturally?

In general, do people in ministry trust each other across cultural lines?

Are people in ministry able to work together in effective cross-cultural teams to reach individuals for Christ?

Read James 2:2-4. What should be a Christian's attitude toward the poor?

James did not disapprove of paying respect to the rich; rather, his concern was that the poor were despised. All people are to be respected. We are to give the poor the same kind of welcome we give anyone. All are to be treated well, because each person is someone for whom Christ died.

As individuals in ministry with regards to power sharing, are we able to minister cross-culturally to women of color, women with physical and mental impairments, elderly women, and women of diverse social economic status? Please explain your answer.

Awareness – The heart is the place you will possibly shift.

What has God promised the poor? (James 2:5, Psalm 12:5, Isaiah 25:4)

How had the rich been treating people in the early church? (James 2:6)

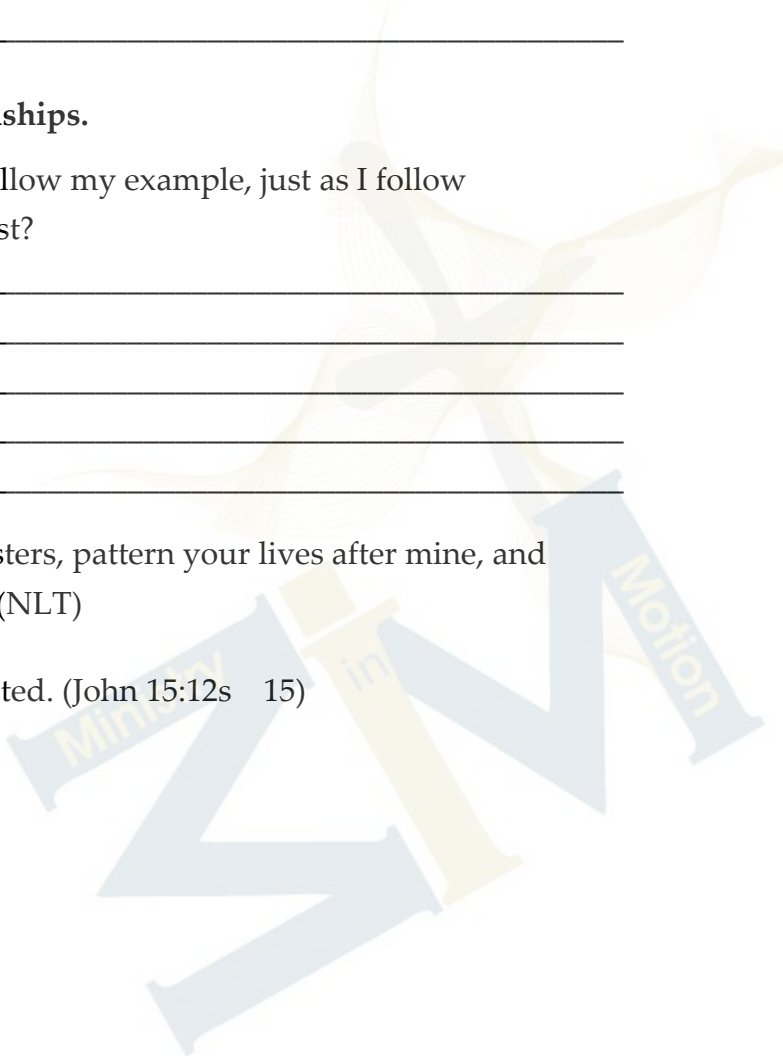
If we want to do the right thing, how will we treat people? (1 John 3:23,
Philippians 2:3-4, James 2:8-9)

Go with a servant’s heart. Develop relationships.

1 Corinthians 11:1 says, “And you should follow my example, just as I follow Christ’s.”(NIV) How should we follow Christ?

Philippians 3:17 says, “Dear brothers and sisters, pattern your lives after mine, and learn from those who follow our example.” (NLT)

Remove the cultural barriers and get connected. (John 15:12s 15)



There is only one thing that erases the prejudice of class, race, education, and generational differences. That is the love of God, which transforms people when the Spirit of God comes to live in them. Christians who want to conquer prejudice which is still present in their lives may do so with God's help. By faith, they can claim victory and do works of righteousness, by which they may radiate God's love to all people.

Striving for Unity

Ephesians 4:12-13 calls us, "...to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature attaining to the whole measure of the fullness of Christ."

- In Christ the racial barriers are broken down. (Gal. 3:28)

- Racial reconciliation through development; Eph. 2:14 – 18 tells us God has already removed all barriers.

- Ministering cross-culturally equips "like" people to do the ministry.

- We have to be transformed as Christians in order to tell our story and lead others to Christ.



Gail Dudley, born and raised in Columbus, Ohio, is known for her honest perspective and for her warm and friendly personality. Gail is married to Dr. Kevin Dudley and the loving mother of Alexander and Dominiq. A committed Christian focused on preparing believers for ministry, she is a true servant of God and one who finds tremendous joy in helping others to become “Ministry-Minded, Ministry-Equipped, Ministry-Motivated, and Ministry-Engaged.” Gail serves alongside her husband in Columbus while currently working on a Master’s degree at Ashland Theological Seminary focused on Spiritual Formation. Gail has completed 95 hours of Prayer Formation studies and has hosted prayer summits and prayer workshops throughout the US and abroad. She is Editor-in-Chief and Publisher of *READY* magazine, a quarterly national publication with readership in 17 countries. She is the author of seven books, a member of Redbud Writers Guild, and has served as a conference and workshop speaker in Canada, England, South Africa, and Zimbabwe, equipping and motivating women around the world to walk boldly into their promised future. Gail has been honored to present for organizations such as MOPS, Christian Leadership Alliance, Iron Sharpens Iron for Women, and SOAR International. She also serves faithfully as a partner in ministry with The Church at North Pointe where her husband Rev. Dr. Kevin Dudley is the senior pastor. Gail is responsible for facilitating discipleship bible studies, mobilizing prayer missionaries, building multi-cultural ministries, giving guidance to the many expressions of congregational ministry, and overseeing the organization of multiple outreach efforts around the greater Columbus area. The calling that God has placed upon Gail’s life will touch you as you experience her heart and her spirit filled life-changing messages.

Resources

1. Multi-Cultural Institute, Washington, DC
2. Many Colors (Cultural Intelligence for a Changing Church), Soong-Chan Rah
3. The Color of Church, Rodney M. Woo
4. United by Faith, DeYoung, Emerson, Yancey, & Kim
5. The Next Evangelicalism, Soong-Chan Rah
6. A Credible Witness, Dr. Brenda Salter-McNeil
7. Well Connected, Phil Butler

