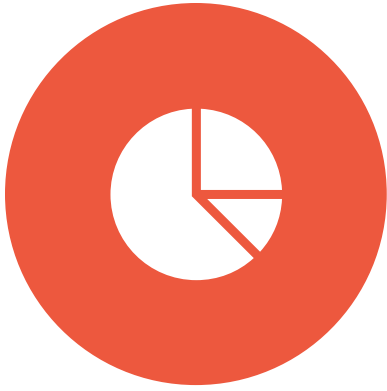




Ethnic Ministry

CROSS-CULTURAL
MULTI-CULTURAL
INTERCULTURAL
WHICH ONE WORKS FOR YOU?

Ethnic Ministry Avenues: What can work for you?



CROSS-CULTURAL



MULTI-CULTURAL



INTERCULTURAL

Cross-Cultural

You leave your culture and live/work
in a different culture
(You are the minority)

- Pros – easy – only one person/small group needs to adjust
- Cons – a complete upheaval of your personal culture (easy to do when you are the minority, tough to do when you are the majority)

Cross-Cultural

Demographics: ethnic minority is more than 90% of the population in a specific area

Reality: Rarely seen in the US – due to minority movement to majority as soon as border is crossed (not forced, but desired and/or can't be helped)

Example: Santo Tomas, PHX, AZ

- all Spanish, all the time, until it wasn't
- kids didn't understand Catechism class taught in Spanish

Cross-Cultural

In the 19th century – 3 generations for movement

In the 20th century – 2 generations for movement – forced

In the 21st century – 1x generations for movement – can't be contained

Multi-Cultural

Several cultures under one roof –
but separated by language and experiences –
come together occasionally
(Separate but equal)

- Pros – No need/work to learn other's culture in detail / interaction
- Cons – Costly in time and resources – any culture needs its own called worker

Multi-Cultural

Demographics: 55% - 90% of the population, median age of 45+,

Reality: Often practiced by congregations starting work in the WELS from 2002 to 2015

Example:

Pan de Vida, Garden Grove, CA/King of Kings, Garden Grove, CA

5 years – Only Spanish work

10 years – Spanish/English work – same style (culture), only language was different

2 years – Together with another congregation / two ministries under one roof / working towards intercultural ministry

Intercultural

Minority is welcomed into the majority –
and minority contributes to the cultural development
(Everyone is equal and contributing)

- Pros – One language – English – not because it is better, but because of location – within the US – history reality of language transition in the US
- Cons – need to understand not just the ethnic culture but your culture as well, to be able to determine in Gospel light what can be modified, changed, dropped or retained

Intercultural

Demographics: Under 55% of the total population with median age under 35

Reality: Best sustainable model for future work – shared costs, shared pastor, “new” congregation in terms of color and culture

Example:

St. Paul, Green Bay, WI (school) morphed ministry

7 years – ESL/EIO efforts to gain a foothold in the community

8 years – A bilingual pastor / An English-speaking pastor

3 years – bilingual teachers

Cross-Cultural / Multi-Cultural / Intercultural

Considerations:

What questions need to be asked/answered as ministry among ethnic people groups is considered?

☐ Worship language: Now / Future

☐ Instruction language: Now / Future

☐ Assimilation desire/attempts

How much can be changed without losing the church's identity?

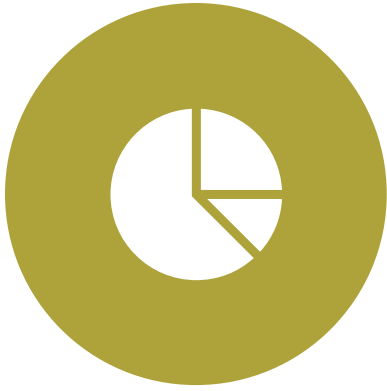
What is the church's identity?

Who is the leader in creating assimilation avenues?

Will “people group” be around in this area of the church for short or long term?

How does that affect my assimilation avenues?

Ethnic Ministry Avenues: What can work for you?



CROSS-CULTURAL



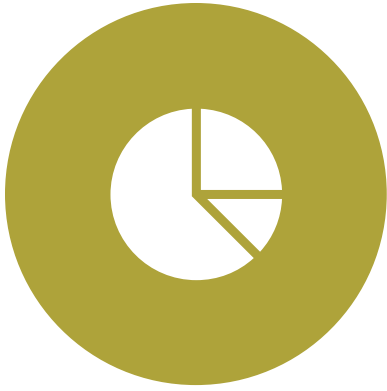
MULTI-CULTURAL



INTERCULTURAL

Questions?

Ethnic Ministry Avenues: What can work for you?



CROSS-CULTURAL



MULTI-CULTURAL



INTERCULTURAL

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