Marco Ambriz considers himself honored to have grown up witnessing a variety of cross-cultural expressions of the Kingdom of God. These experiences have ranged from growing up as a 4th generation Latino Pentecostal pastor’s kid to a 1st time Pastor of English Ministries at a Korean Presbyterian church and now as Lead Pastor of a Multi-Ethnic Covenant Church in Oakland which ministers to a variety of races, ethnicities and cultures including Cambodian refugee families.

The lessons he continues to learn about multicultural leadership include: Intentionality, structures, diversity, group dynamics, advocacy, worship styles, transformational dialogue, forgiveness, lament.
After this I looked, and there before me was a great multitude that no one could count, from every nation, tribe, people and language, standing before the throne and before the Lamb. They were wearing white robes and were holding palm branches in their hands. And they cried out in a loud voice:

“Salvation belongs to our God, who sits on the throne, and to the Lamb.”
God’s Dream: Revelation 21:1-3

Then I saw “a new heaven and a new earth,” for the first heaven and the first earth had passed away, and there was no longer any sea. I saw the Holy City, the new Jerusalem, coming down out of heaven from God, prepared as a bride beautifully dressed for her husband. And I heard a loud voice from the throne saying, “Look! God’s dwelling place is now among the people, and he will dwell with them. They will be his people, and God himself will be with them and be their God.”
Tower Community - Genesis 11

• Building for its own security
• Attempting to reach God on its own power
• Pride, Self-Promotion, Make a Name for Ourselves
• Complacency, Fixed, Not Missional
• False Unity
• Insular Community, Exists for itself, Monocultural
• Refusal to speak to the World
• Priority = self-preservation
Pentecost Community – Acts 2

• Waiting in the power and presence of the Holy Spirit
• Willing to be sent by God out of its comfort zone
• Truly United in Christ though very diverse
• Outwardly focused, exists for the healing of the world
• Evidence of Baptism in the Holy Spirit: Speaking in Tongues by Translating the Gospel into the surrounding languages and cultures. Miracle of Hearing done by the Holy Spirit as well
• Priority = God’s Mission
What I’m Learning about MultiCultural Church Leadership

1. Intentional

It won’t just happen
You have to have the awkward conversations
You have to strive for it and work really hard
You have to develop new vision for leadership
You have to talk to more people every time around
COVENANT CAFÉ
A PLACE FOR
TRANSFORMATIONAL
DIALOGUE.
What I’m Learning about MultiCultural Church Leadership

2. Sacrificial

You have to give some things up

Time, Comforts, Familiarity, Approval of Some People, Worship Styles
3. Missional

Multicultural ministry may be one of the best ways for the Church to be poised for mission in the next generation.
4. Rewarding

We can’t go back, It’s fun,
We learn more things together,
We understand Jesus and Faith
through a variety of lenses
“...the great possibility of a multicultural church that crosses racial, ethnic, national, cultural and socioeconomic barriers. If given the chance, the second-generation immigrant community and the ethnic-minority community have the great potential to lead the next evangelicalism.”

“In the next evangelicalism, the second generation, with their unique ethos and strength, along with those in our churches who have cross-cultural, liminal experiences, will be the ones best equipped to face the next stage of the church.”

“The next evangelicalism will require that white Christians be willing to submit to the authority and leadership of non-white Christians”
Multi Cultural Catalytic Leaders

Who Can Inspire Multi Cultural Movement more Naturally?

3rd Culture Leaders - People who have competency in 2 or more cultures but are not at home living in just 1 of them. They can operate in multiple cultures but their home is in a space called 3rd Culture.

- We need to Identify them and empower them for leadership in the church
Group Collaboration

1. What Questions about MultiCultural Leadership SHOULD my Church be asking?

2. What challenges does my church face in MultiCultural Leadership?

3. What Opportunities does my church have towards MultiCultural Leadership?
Books for Multi-Cultural Ministry

Roadmap to Reconciliation: Moving Communities into Unity, Wholeness and Justice  by Brenda Salter McNeil

Divided by Faith: Evangelical Religion and the Problem of Race in America  by Michael Emerson & Christian Smith

The Next Evangelicalism: Freeing the Church from Western Cultural Captivity  by Soong-Chan Rah
Books for Multi-Cultural Ministry

Building a Healthy Multi-Ethnic Church
by Mark DeyMaz

The Next Worship: Glorifying God in a Diverse World
by Sandra Maria Van Opstal

The Monkey and the Fish: Liquid leadership for a 3rd Culture Church
by Dave Gibbons