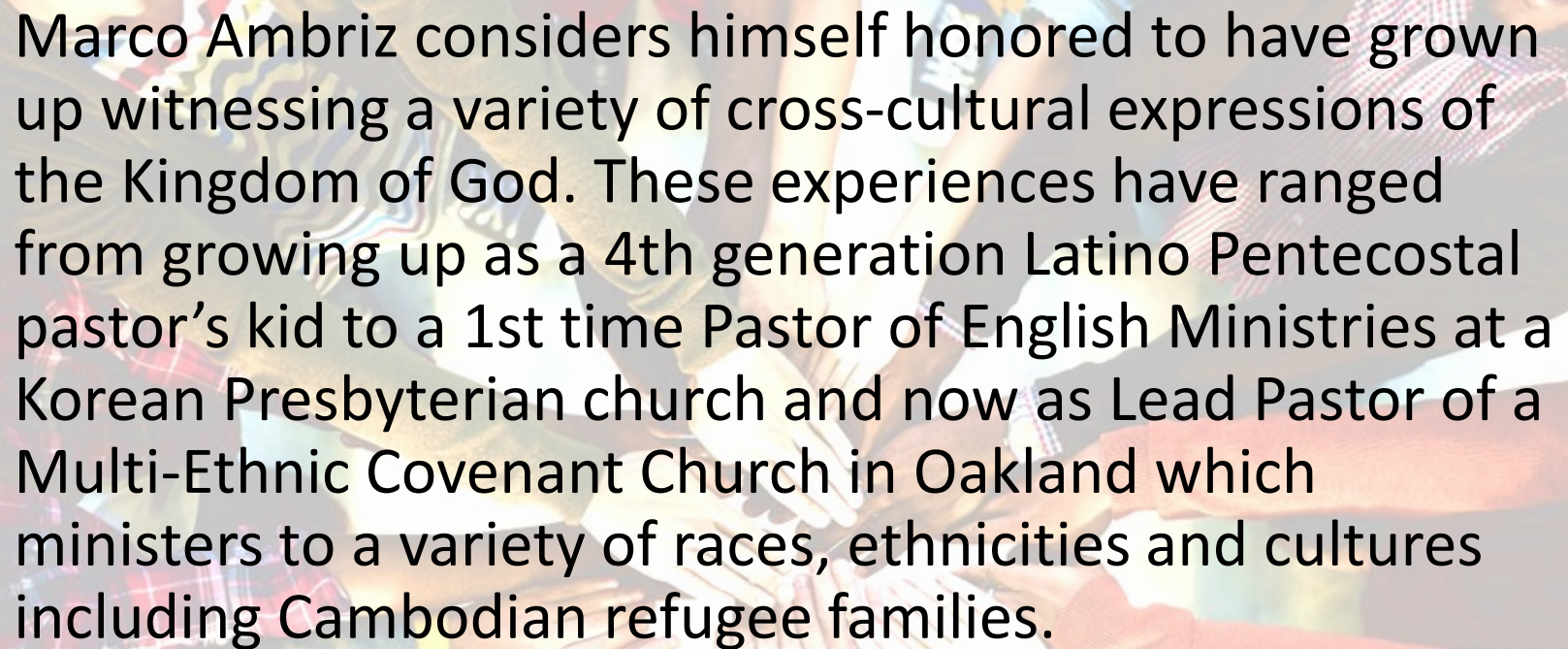


A photograph of a diverse group of people, likely of various ethnicities, with their hands stacked in a circle. The image is semi-transparent, allowing the text to be overlaid. The people are smiling and appear to be in a joyful, communal setting. The hands are of various skin tones and are wearing different colored sleeves, suggesting a multicultural group.

# What I am Learning about Multicultural Church Leadership

**Marco Ambriz - First Covenant Church Oakland - 2017**

A background image showing a group of diverse people, including children and adults, with their hands stacked in a circle, symbolizing unity and multiculturalism. The text is overlaid on this image.

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.

**Marco Ambriz - First Covenant Church Oakland - 2017**

# God's Dream: Revelation 7:9-10

<sup>9</sup> 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. <sup>10</sup> 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

# 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.





## 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 Next Evangelicalism – Soong Chan Rah

“...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 3<sup>rd</sup> Culture.

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



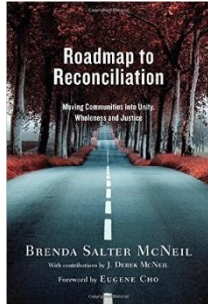


A background image showing a group of diverse people from various ethnicities and ages. They are all smiling and have their hands stacked on top of each other in a circular formation, symbolizing teamwork and collaboration. The image is slightly faded to allow the text to be prominent.

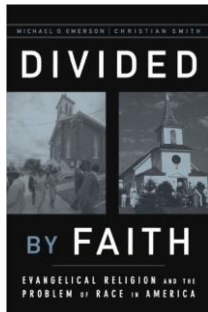
## **Group Collaboration**

- 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?**

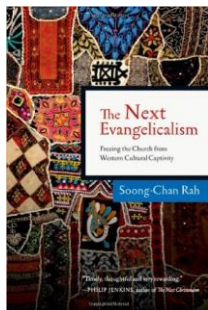
# Books for Multi-Cultural Ministry



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

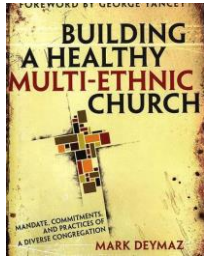


Divided by Faith: Evangelical Religion and the Problem of Race in America by Michael Emerson & Christian Smith

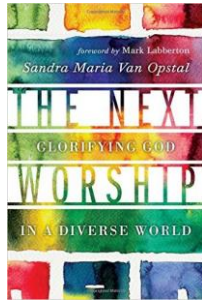


The Next Evangelicalism: Freeing the Church from Western Cultural Captivity by Soong-Chan Rah

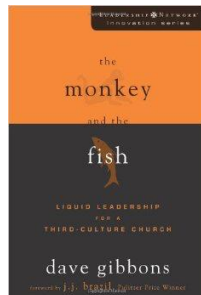
# Books for Multi-Cultural Ministry



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 3<sup>rd</sup> Culture Church  
by Dave Gibbons