

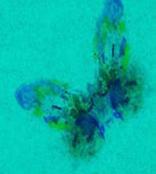
THE TOP 10 THINGS WE HEARD FROM EACH OTHER

#### THE LISTENING SESSIONS: AN INTRODUCTION

- Leadership at Peoples Church held group discussions to hear the diverse needs within our body. The team comprised of both Pastoral and lay leadership.
- Sessions were conducted for 6 broad cultural groups: African American, Asian, Caucasian, East African, Latino, and West African after Sunday services.
- Through the sessions, we learned what each group loved about Peoples, as well how we could better represent and relate to their culture.
- This summary shares the needs that were surfaced, the actions we will collectively take to meet them, and some insights about each group.

### Things we Love about Peoples Church





#### THE TOP 10 THEMES FROM THE LISTENING SESSIONS:

- 1. Get comfortable with being uncomfortable.
- 2. Represent everyone's culture in our worship and weekend services.
- 3. Let's celebrate special holidays together.
- 4. If you care about me, care about my kids and include them.
- 5. Slow down and connect, then remember what I told you.
- 6. Remove barriers for speakers of other languages.
- 7. We want to learn from other cultures.
- 8. Invite us to serve together.
- 9. The church family that prays together stays together.
- 10. Our reconciliation needs to expand out into the city in ways we can all be involved.

### THE TOP 10 THEMES

# GET COMFORTABLE WITH BEING UNCOMFORTABLE

"IF WE'RE GROWING, WE'RE ALWAYS GOING TO BE OUT OF OUR COMFORT ZONE."
-JOHN MAXWELL

#### GET COMFORTABLE WITH BEING UNCOMFORTABLE

**Need:** In order to grow together, we must each be willing to give up some of our cultural preferences to yield to one another. As a result, we learn the perspective of others, growing as Christians and as people.

**Action:** Practice Cultural Displacement

#### As a church, we will:

Create experiences that enable interactions with diverse others including: small group learning experiences, outings to cultural festivals, and periodic meals together.

#### As individuals we will:

Examine our friendships, groups and entertainment choices to ensure we have the benefit of diverse perspectives on a regular basis.

# REPRESENT EVERYONE'S CULTURE IN OUR WORSHIP AND WEEKEND SERVICES

"WE ARE CALLED TO MULTIETHNIC, MULTINATIONAL, MULTILINGUAL WORSHIP." (REVELATION 7:9)
-CHRISTENA CLEVELAND

## REPRESENT EVERYONE'S CULTURE IN OUR WORSHIP AND WEEKEND SERVICES

**Need:** The majority of culturally diverse churches have worship services similar to homogenous Caucasian churches. The congregants of Peoples Church desire church services that embody our vision of being racially-reconciled and generationally rich.

**Action:** Create a cultural inclusion team. This team of lay leaders from each broad racial/ethnic group in our congregation will ensure services and activities include cross-cultural elements.

## LET'S CELEBRATE SPECIAL HOLIDAYS TOGETHER

"I WILL, FROM THIS DAY STRIVE TO FORGE TOGETHERNESS OUT OF OUR DIFFERENCES." -JOSEFA ILOILO

#### LET'S CELEBRATE SPECIAL HOLIDAYS TOGETHER

**Need:** Many cultures in our congregation have traditions of celebrating Christmas and New Year's Eve as a church. In addition, this will provide community for immigrants/international students/new Cincinnatians who may not have family in town.

#### **Action:**

- Institute a Christmas Day Service.
- · Institute a New Year's Eve Watchnight Service.
- Continue efforts with International Friendships Inc. and within the church to ensure everyone has a place to spend the holidays (Thanksgiving, Christmas, Easter, etc.).

### IF YOU CARE ABOUT ME, CARE ABOUT MY KIDS AND INCLUDE THEM

"IT IS TIME FOR PARENTS TO TEACH YOUNG PEOPLE EARLY ON THAT IN DIVERSITY THERE IS BEAUTY AND THERE IS STRENGTH." -MAYA ANGELOU

## IF YOU CARE ABOUT ME, CARE ABOUT MY KIDS AND INCLUDE THEM

**Need:** Parents and ministry leaders should model, as well as, intentionally teach inclusion, so our students have diverse relationships.

#### Action:

#### >> Student ministry leaders will:

- Continually encourage students to step outside of their comfort zones, and ensure diverse grouping in activities and on trips.
- ... Intentionally recruit diverse lay leadership.

#### Parents will:

- Ensure group invites to our homes include diverse others (racially, ethnically, and socio-economically.)
- · Make every effort to bring our kids when invited by diverse others.
- Encourage our students to expand friendship circles if homogeneous.

# SLOW DOWN AND CONNECT, THEN REMEMBER WHAT I TOLD YOU

"PEACE REQUIRES
EVERYONE TO BE IN THE
CIRCLE-WHOLENESS,
INCLUSION."
- ISABEL ALLENDE

## SLOW DOWN AND CONNECT, THEN REMEMBER WHAT I TOLD YOU

**Need:** For most cultures, a quick "hi" on Sunday morning is not enough to build relationship. In addition, people feel undervalued when their names and stories are not remembered after multiple introductions.

#### **Action:**

#### Mas a church, we will:

Wear name tags for communion Sunday services.

#### As individuals we will:

- Go Deep then Wide-Pick one or two diverse individuals to build a relationship with at least annually.
  - •This would mean being comfortable enough to get together outside of church.
  - ·We will maintain these new relationships and grow new ones.

# REMOVE BARRIERS FOR SPEAKERS OF OTHER LANGUAGES

"IF YOU TALK TO A MAN IN A LANGUAGE HE UNDERSTANDS, THAT GOES TO HIS HEAD IF YOU TALK TO HIM IN HIS LANGUAGE, THAT GOES TO HIS HEART." - NELSON MANDELA

### REMOVE BARRIERS FOR SPEAKERS OF OTHER LANGUAGES

**Need:** Outreach to non-English speakers is limited as our services and social events are not designed to accommodate them.

#### **Action:**

- Services to include benedictions in diverse languages.
- Provide translation for major language groups.
- · · · Create an opportunity for language affinity groups to connect.
- Begin classes/social interactions to improve English skills.

## WE WANT TO LEARN FROM OTHER CULTURES

"NOT TO KNOW IS BAD; NOT TO WISH TO KNOW IS WORSE." - WEST AFRICAN PROVERB

#### WE WANT TO LEARN FROM OTHER CULTURES

**Need:** As a church, we want continued exposure to activities, such as the Vision Experience, which helps us to intentionally learn from each other.

#### **Action:**

- Small Group Transcend (Vision Experience 2.0) to take place in the Spring of 2014.
- Transcend to become part of our core curriculum for new members.
- List of approved resources to be made available in the two42 Cafe'.
- Classes highlighting diverse perspectives to occur 2x year,
   i.e., study of The New Jim Crow.

### **INVITE US TO SERVE TOGETHER**

"WE WILL GROW TOGETHER AS WE GO TOGETHER."

#### INVITE US TO SERVE TOGETHER

**Need:** One of the best ways to build relationships across cultural barriers is to serve together. Some are reticent to respond to an open call, but would jump at a personal invitation to get involved.

#### **Action:**

- · Pastoral staff to increase recruitment of diverse lay leadership.
- Class to be conducted for all lay leaders on how to recruit new volunteers.
- Thrive team to develop a clear pathway to serving for new attenders.



# THE CHURCH FAMILY, THAT PRAYS TOGETHER STAYS TOGETHER

"A CHURCH IS NEVER MORE LIKE THE NEW TESTAMENT CHURCH THAN WHEN IT IS PRAYING." -J. B. JOHNSTON

## THE CHURCH FAMILY THAT PRAYS TOGETHER, STAYS TOGETHER

**Need:** Times of extended prayer and fasting to seek guidance are desired for Peoples Church to grow spiritually.

#### **Action:**

- Offer quarterly prayer/worship nights with cross-cultural and generational leadership; Invite the congregation to fast leading up to those dates.
- · · Email prayer list bi-weekly for the congregation to pray over.



# OUR RECONCILIATION NEEDS TO EXPAND OUT INTO OUR CITY IN WAYS WE CAN ALL BE INVOLVED

"THY KINGDOM COME, THY WILL BE DONE, ON EARTH, AS IT IS IN HEAVEN." -JESUS

## OUR RECONCILIATION NEEDS TO EXPAND OUT INTO OUR CITY IN WAYS WE CAN ALL BE INVOLVED

**Need:** Being a racially reconciled church means we understand and want to give voice to the needs in our city.

#### **Action:**

Publish via the website the list of community meetings our church leadership is involved in that are open to volunteers.

Members involved in community organizations (Strive, Cincinnati Schools, Chamber of Commerce, etc.) will periodically offer opportunities for Peoples Church involvement.

### Culture Specific Themes

African American

• Relationship before Task

Caucasian

• Let's Learn Together

West African

• Invite Us and Join Us

Asian

• Community before Individual

Latino

East African

• We are not Monolithic

Relationships go Deep



#### AFRICAN AMERICAN

- We love the opportunity to be expressive in worship. Let's not tamp down the Spirit.
- Truth > Relationship-We will not look past contentious issues simply for the sake of preserving the relationship; we want things out in the open.
- Relationship > Task-We want to take time to know each other before diving into the work at hand.
- ... Being greeted is important to us-don't walk past without a hello.
- Sharing our personal lives doesn't come naturally-we need to build trusting relationships.

#### CAUCASIAN

- Please don't call us racists or make us feel guilty-society does enough of that. Instead be open with us if offense occurs so we can understand.
- We want to know about your culture-please share!
- We are not used to being grouped together; for the most part, thinking about race has not been a significant part of our lives.
- ... Time management and task orientation are important to us; so much to do, so little time.



#### WEST AFRICAN

- West Africans don't like to reach out...if you come to us you will be welcomed. Our fellowship is never exclusive.
- · · · We love it when you enjoy our food and customs.
- Invite us to serve and be a part-a direct invite is better than an open call.
- Enjoying and celebrating in the Spirit is critical.
- \*\* Respect for elders and authority figures is important.



#### ASIAN

- •• Many of us at Peoples Church are students or affiliated with the University; please connect with us and help us to connect with others who speak our language.
- We don't like being called out in classes or groups-speak to us privately if you want a response.
- · · · We are not typically huggers! Let's start with a handshake.
- Eye-contact may or may not be the norm in our culture. If we don't look you in the eye it is politeness, not rudness!

#### EAST AFRICAN

- Our culture is very relationship oriented-we want to go deep.
   Take time to connect and ask about our families.
- Being soft-spoken is a virtue in our culture-being loud or forceful is rude.
- Many of us are immigrants and just trying to navigate life in America; this makes our fellowship with each other critical.
- We may work several shifts or odd hours. Don't judge if we are not there on time.

#### LATINO

- Latino is an Ethno-Linguist grouping, not a race. Latinos can be of every shade. In many South and Central American countries, persons of darker hues (Native or African origin) face discrimination.
- Spanish is not our only language, for some, Native American languages may be primary.
- There is as much diversity of food as there are of people-don't limit us to "Mexican" cuisine.
- Gatherings with food, friends, and music are great ways to connect.
- · Family connections are critical.







#### THREE KEYS TO CROSS CULTURAL CONNECTION

- As we continue to learn more about each other, here are three keys that will help us build and maintain relationships:
  - Check your perceptions using the "Drive Through Method." If someone says something that offends you, repeat it back and check their intent before responding.
  - Continue to learn about other cultures. A little knowledge goes a long way!
  - 3. Exercise the Matthew 18:15 principle-"If someone offends you, talk to them directly with intent to mend the relationship."



**Peoples Church** 

220 WILLIAM HOWARD TAFT, CINCINNATI, OHIO 45219 [513]-751-1066