



CROSS CULTURAL/ CROSS RACIAL TRAINING FOR CONGREGATIONS



THE PURPOSE OF THIS TRAINING

- To engage congregations in structured learning, sharing and reflecting around the tenets of cross-racial/cross-cultural ministry.
- To encourage congregations to learn and grow through cross-racial, cross-cultural ministry to become true partners in ministry and work towards becoming the Beloved Community.

WHAT IS A CROSS RACIAL/CROSS CULTURAL APPOINTMENT?

CROSS CULTURAL APPOINTMENT: When a clergy person is appointed to a church in which the majority of the membership is a different culture than the pastor.

CROSS RACIAL APPOINTMENT: When a majority of the congregation looks physically different than the pastor.



WHY CROSS RACIAL/CROSS CULTURAL MINISTRY?

- The 2008 General Conference passed new legislation regarding cross-racial and cross cultural appointments which the General Board of Higher Education and Ministry submitted.

WHY CROSS RACIAL/CROSS CULTURAL MINISTRY?

- The new legislation emphasizes the Church's commitment to *open itinerancy and inclusiveness* and provides the definition of cross-racial and cross-cultural appointments. It also requires annual conferences to prepare and train clergy and congregations for cross-racial and cross cultural appointments.

CELEBRATING THE DIVERSITY OF CLERGY

**Cross-racial and cross-cultural appointments
are made as a creative response to
increasing racial and ethnic diversity in the
church and in its leadership.**



SCRIPTURAL FOUNDATION

“ So God created humankind in [God’s] image, in the image of God [God] created them; male and female [God] created them.”

Genesis 1:27 (NRSV)

SCRIPTURAL FOUNDATION

Pentecost: Acts 2:1-13

“From every nation and tribe: Revelation: 7:9

The Great Commission: Matthew 28:19-20



THEOLOGICAL FOUNDATION

CR/CC appointments are based on the principle of 'Imago Dei,' that Christians denounce favoritism with their partners in ministry according to their racial and cultural background. The practice of CR/CC appointments affirms absolute value, authority and dignity of individuals and expresses the belief that all are created in the likeness of God.

[https://www.bomlibrary.org/wp-content/uploads/2014/10/Cross Racial and Cross Cultural Appointments Orientation Material-min.pdf](https://www.bomlibrary.org/wp-content/uploads/2014/10/Cross-Racial-and-Cross-Cultural-Appointments-Orientation-Material-min.pdf)



**THE COMPLEX NATURE
OF RACE, ETHNICITY
AND CULTURE
AND THE IMPACT ON
CR/CC MINISTRY**



THE HISTORY OF RACE AND RACE RELATIONS IN THE UMC

Harry Hosier



Picture from <https://www.secretsoftheeasternshore.com/inspiring-journey-harry-hosier/>

TOP 4 Challenges of CR/CC MINISTRY

- 1 . Some members of the congregation, or some systems established in the church, are either subtly or overtly racist.
- 2 . The congregation has a history of strong lay leadership, so members question the pastor's decisions.



TOP Challenges of CR/CC MINISTRY

3. The pastor is not personally nurtured by the worship style that the laity prefer. When they experiment with new worship elements, people complain.

4. Different leadership style than previous pastor.



CR/CC MINISTRY INCLUDES THE ENTIRE CONGREGATION

The lay leadership plays a strong role in creating and sustaining the accountability for the pastor and congregation.



WHAT THE CHURCH CAN DO: TOP 8

1. Take the new pastor around to small groups, so that the pastor can get to know everyone, right from the beginning. And learn about your new pastor, their experiences, and what gives them joy and sadness. *Be a facilitator of relationships.*



WHAT THE CHURCH CAN DO: TOP 8

2. Learn about your new pastor, their experiences, and what gives them joy and sadness. Encourage others to see them as children of God whose life experiences and pastoral training will benefit you.



WHAT THE CHURCH CAN DO: TOP 8

3. Before the new pastor arrives, hold small or medium-sized group discussions, in which you encourage people to speak frankly about their fears and concerns.



WHAT THE CHURCH CAN DO: TOP 8

4. There are many elements of church life that seem normal and natural to you, but that might be unique to your congregation. Help the new pastor learn those norms and expectations.



WHAT THE CHURCH CAN DO: TOP 8

5. The new pastor may understand the world differently than the membership and therefore have a different approach to the gospel. Be open to the joy of new insights.



WHAT THE CHURCH CAN DO: TOP 8

6) The District Superintendent and SPRC chair can educate the church about our UMC itinerate system and how feedback about the pastor is handled.



WHAT THE CHURCH CAN DO: TOP 8

7. Before the new pastor arrives, hold a congregational meeting to discern a few things in your worship life that are very important to the congregation, and explain these to the pastor.



WHAT THE CHURCH CAN DO: TOP 8

8. Soon after the pastor arrives, talk to them about how authorities and responsibilities will be shared between the pastor and lay leadership.



BEST PRACTICES

- Consider the pastor (and their family).
- Educate the congregation as soon as the appointment is made.
- Begin to learn facts and information about the pastor and the pastor's culture.
- Relationships, relationships, relationships!

NEXT STEPS

Create a CR/CC Team in your church to help foster the transition and to develop systems and structures of accountability for the pastor and the congregation.

Participate in a yearly survey from the Virginia Conference UMC.

The five most-often identified joys and benefits of CR or CC ministry,
according to clergy currently serving in CR or CC settings

1. Congregations could be exposed to new experiences of God that emerge from different lived experiences.
 2. Congregations could become more relevant in their neighborhood, reaching new communities of people.
 3. Clergypersons could be stretched to learn new skills related to communication, diplomacy, self-care, and openness.
 4. Old prejudices and institutional segregations could be challenged and new multi-voiced communities could emerge.
 5. The congregation could become more energized and creative by the arrival of a different pastor that brings it out of its rut.
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RESOURCES

- *This is Our Story, This is our Song, Learning from Strangers, and For the transformation of us* Developed by the General Commission on Religion and Race (GCORR), www.gcorr.org
- TRAIN THE TRAINER PRESENTATION FROM THE ARLINGTON AND ALEXANDRIA DISTRICTS OF THE VAUMC

QUESTIONS???