



Suggested Readings for

# *Multicultural Ministries*



*“The multicultural journey requires rigorous  
planning, resources, preparation, training,  
and commitment...”*

*From “Living the Vision: Becoming a Multicultural Church”  
by Sara Parker and Raafat S. Girgis*



# Suggested Readings for *Multicultural Ministries*



The PC(USA)'s Office of Multicultural Congregational Support has prepared this list of recommended reading as a part of its mission to identify and provide resources that are meaningful to the growing diversity in the church.

Items listed with a PDS# can be ordered from Presbyterian Distribution Service by calling (800) 524-2612 or by visiting [www.pcusa.org/marketplace](http://www.pcusa.org/marketplace).

Most other items are available from internet retailers such as [www.amazon.com](http://www.amazon.com) and some may be in your presbytery's resource center. If you need assistance finding a particular resource, feel free to give us a call at (888) 728-7228 x. 5252.

## **Multicultural Congregational Support**

Presbyterian Church (U.S.A.)

100 Witherspoon St.

Louisville, KY 40202

[www.pcusa.org/multicultural](http://www.pcusa.org/multicultural)

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## What is a Multicultural Church?

A Multicultural Church is a congregation that intentionally seeks to recognize, celebrate and incorporate a diverse membership:

- **in worship** by using all-inclusive music, languages, arts and theological expressions,
- **in a creative and meaningful evangelism** by providing the good news in a cup that people recognize with great respect and appreciation for their racial and cultural backgrounds, and
- **in leadership** by intentionally and willingly sharing power and resources and advocating for justice and equal representation in sessions, church committees and executive positions.



## How to Become a Multicultural Church

By preaching the good news to all

By embracing diversity

By reflecting diversity in worship

By sharing power

By hosting strangers and aliens

By breaking the barriers of race and fear



## Models of Multicultural Churches

Bi-cultural congregations

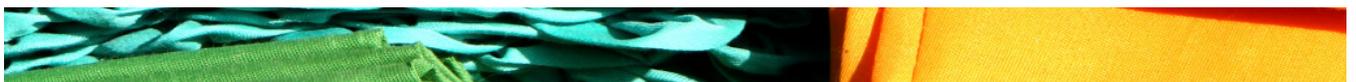
Congregations with one cultural majority and significant influence from other cultures

Congregations with no one cultural majority

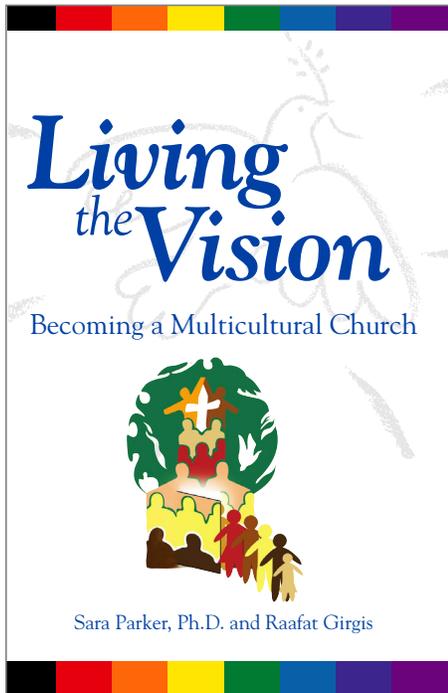
Nesting churches that provide homes for congregations of different cultures

New churches beginning as multicultural congregations

Churches being redeveloped in changing neighborhoods



## Beginning the process



### **Living the Vision: Becoming a Multicultural Church**

*Sara Parker and Raafat Girgis*

PC(USA) Evangelism and Church Growth, Multicultural Ministries

This booklet explores the biblical and theological foundations of diversity, the important tools and means of communication in a multicultural community and the “how to” of becoming a multicultural church.

English: PDS 72341-04-001

Spanish: PDS 23314-07-001

Korean: PDS 23314-08-003

### **Living the Vision DVD**

PC(USA) Evangelism and Church Growth, Multicultural Ministries

This DVD tells the story of four vital Presbyterian Multicultural Congregations along with several interviews with pastors and practitioners on the topic of becoming a multicultural church.

PDS 72341-04-002



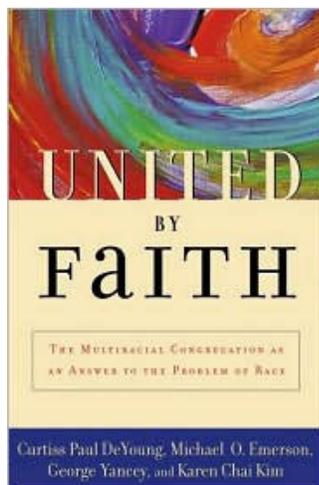
### **Being a Welcoming Congregation**

*Hugh B. Berry*

PC(USA) Evangelism and Church Development, 1996

This resource focuses on the meaning of hospitality in the church, with checklists for assessing the life of the church as seen by visitors. Includes helpful lists for greeters and ushers.

PDS 72303-00-003



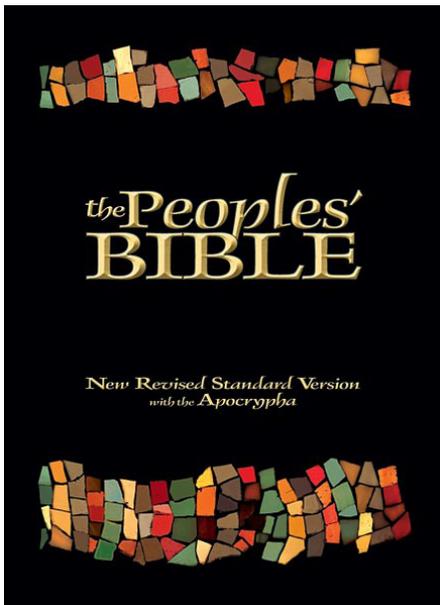
### **United by Faith: The Multicultural Congregation as an Answer to the Problem of Race**

*Curtiss Paul DeYoung, Michael O. Emerson, George Yancey and Karen Chai Kim*

Oxford, 2003.

The results of a study that answers the question of whether Christian churches should be multiracial. “... too often Christian faith has been a field for injury and division. In this important new book, readers will glimpse a way forward, a path toward once again making the church the basis for racial reconciliation in our still-splintered nation.”

ISBN 978-0195152159

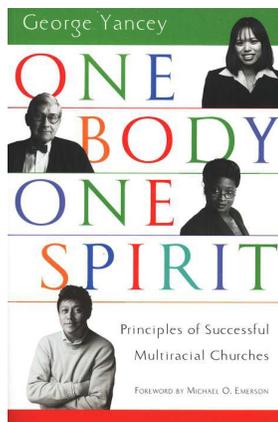


**The People's Bible: New Revised Standard Version,  
with the Apocrypha**

*Curtiss Paul DeYoung, Wilda C. Gafney, Leticia Guardiola-Sáenz, George E. Tinker, Frank Yamada, eds.*  
Fortress Press, 2008

The Peoples' Bible highlights the role of cultures in shaping the Bible and the way people read the Bible today, relying on the best insights of historical-critical, liberationist, postmodern, and postcolonial interpretation. This Bible also features essays highlighting profound issues of culture, ethnicity, and identity; insights from varying cultural perspectives, and a 16-page gallery of culturally diverse art.

ISBN 978-0806656250

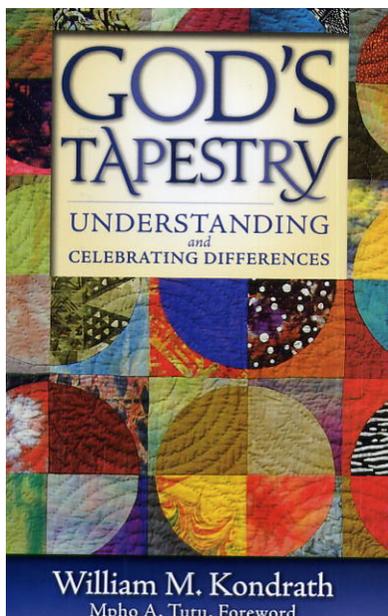


**One Body, One Spirit: Principles of Successful Multiracial Churches**

*George Yancey*  
InterVarsity, 2003

Based on data from "United by Faith," this is a resource for church leaders committed to cultural reconciliation in their congregations.

ISBN 978-0830832262

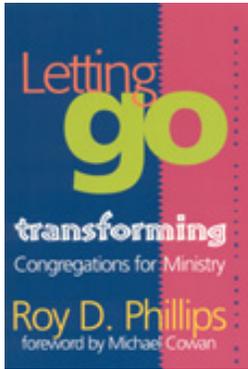


**God's Tapestry: Understanding and Celebrating Differences**

*William M. Kondrath*  
Alban Institute, 2008

Embracing multiculturalism through exploration of personal, institutional and cultural differences.

ISBN 9781566993630



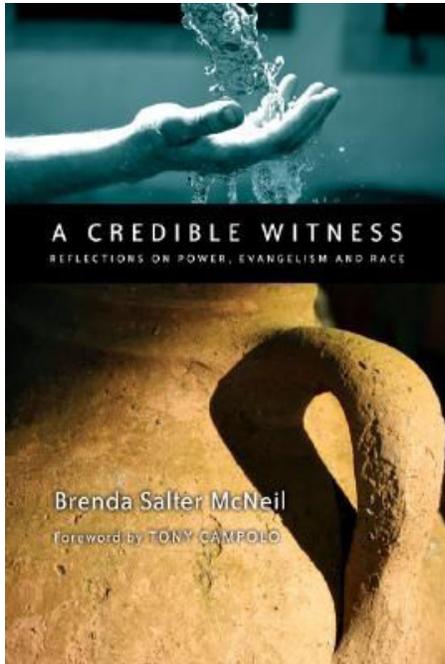
**Letting Go: Transforming Congregations for Ministry**

*Roy D. Phillips*

Alban Institute, 1999.

This book presents a plan for congregational transformation that can be achieved by diminishing distinctions between clergy and laity, between the sacred and the secular.

ISBN 978-1566992213



**A Credible Witness: Reflections on Power, Evangelism and Race**

*Brenda Salter McNeil*

IVP Books, 2008

Evangelist and teacher Brenda Salter McNeil claims Christ's death and resurrection reconcile us to God and to each other across gender, race and social lines. This book moves you to be a person whose evangelism happens through a right relationship with God and others.

ISBN 978-0830834822



**Meeting Your Neighbor: Multiculturalism in Luke and Acts**

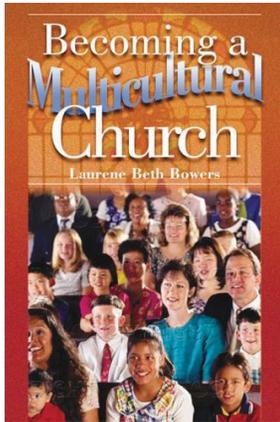
*Sherron K. George*

PC(USA) Evangelism and Racial/Cultural Diversity

This stimulating 10-page bible study offers the opportunity to encounter the gospel message through different cultural eyes.

PDS 7230500001

# Models and Stories of Multicultural Churches



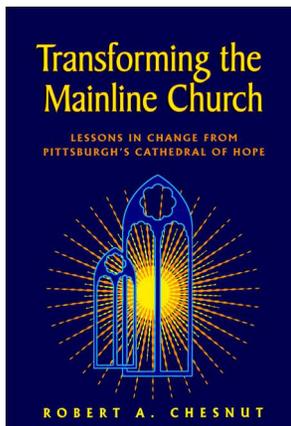
## **Becoming a Multicultural Church**

*Laurene Beth Bowers*

Pilgrim Press, 2006.

Bowers reflects upon the experience of First Congregational Church of Randolph, Massachusetts, which was once historically traditional and is now a multicultural congregation. Bowers offers practical strategies and explores the processes involved in a conversational style.

ISBN 978-0-82981-704-1



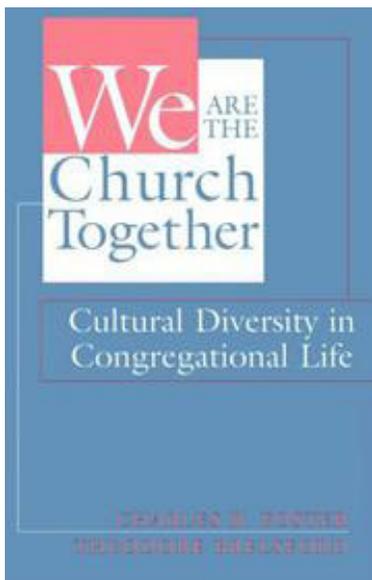
## **Transforming the Mainline Church: Lessons in Change from Pittsburgh's Cathedral of Hope**

*Robert A. Chesnut*

Geneva Press, 2000.

The story of a remarkable congregational renewal that urges “all congregations to be more open to diversity... in favor of an approach that responds to the religious hungers of a new generation.”

ISBN 978-0664501013



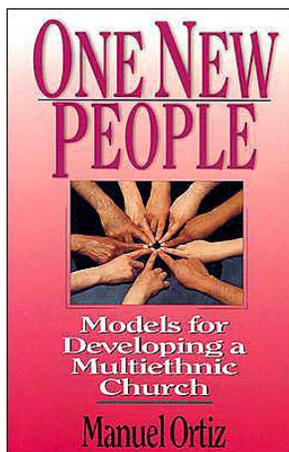
## **We are the Church Together: Cultural Diversity in Congregational Life**

*Charles R. Foster and Theodore Brelsford*

Trinity Press, 1996

This book examines the dynamics of diversity in three mainline Protestant congregations in the Atlanta area, and the willingness of these churches to envision new ways of building Christian community.

ISBN 978-1563381690



**One New People: Models for Developing a Multiethnic Church**

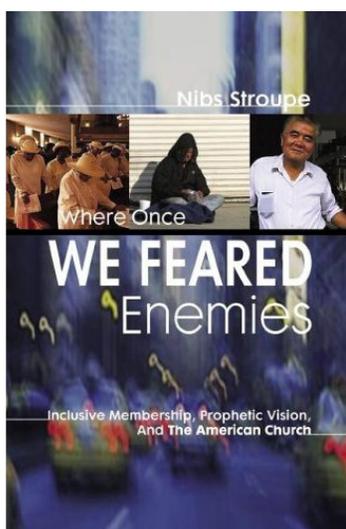
*Manuel Ortiz*

InterVarsity Press, 1996

Readers are urged not only to put aside their differences but also to celebrate them and to embrace them—drawing closer to each other and closer to God.

ISBN 978-0830818822

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**Where Once We Feared Enemies: Inclusive Membership, Prophetic Vision, and the American Church**

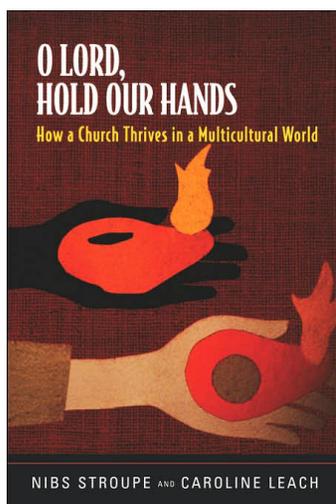
*Nibs Stroupe*

CCS Publishing, 2005

Whether we are conscious of it or not, we fear difference. That often-unwarranted fear leads us to create enemies in our hearts and minds. Growing out of the experience of a multi-cultural congregation in which diversity is both valued and feared, this book offers an uncompromising prophetic vision of the American church's identity and mission.

ISBN 978-0788023514

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**O Lord, Hold Our Hands: How a Church Thrives in a Multicultural World: The Story of Oakhurst Presbyterian Church**

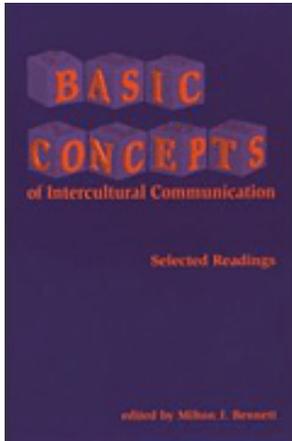
*Gibson Stroupe and Caroline Leach*

Westminster John Knox Press, 2003

Pastors Nibs Stroupe and Caroline Leach share the story of Oakhurst Presbyterian Church in Decatur, Georgia, a nationally recognized model of a successful multicultural church.

ISBN 978-0664226985

# Cross-Cultural Communication and Relations



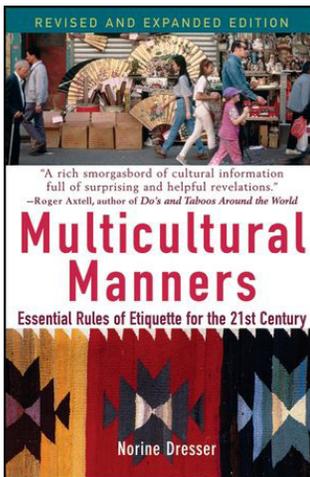
## **Basic Concepts of Intercultural Communication: Selected Readings**

*Milton J. Bennett, ed.*

Intercultural Press, 1998

This selection of articles seeks to answer the question of how people are to understand one another when they do not share a common cultural experience.

ISBN 978-1-877864-62-9



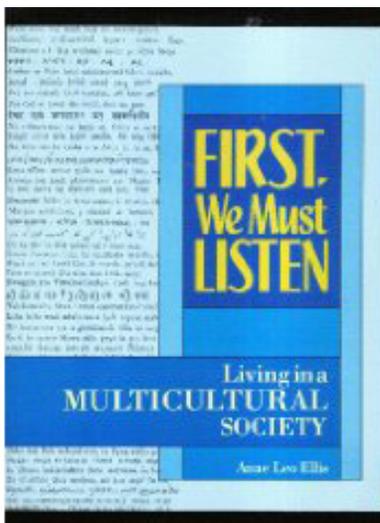
## **Multicultural Manners: New Rules of Etiquette for a Changing Society**

*Norine Dresser*

John Wiley and Sons, Inc. 1996

This book gives readers the understanding and insight necessary to navigate a wide range of cross-cultural interactions.

ISBN 978-0471118190



## **First, We Must Listen: Living in a Multicultural Society**

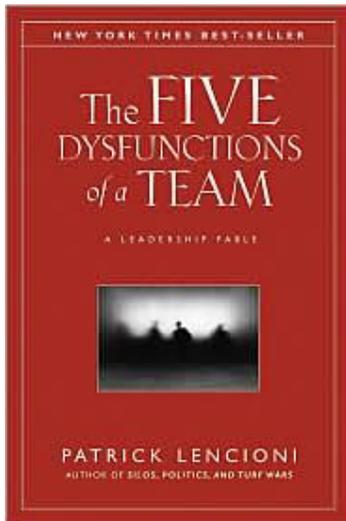
*Anne Leo Ellis, ed.*

Friendship Press, 1996

This book reveals the pilgrimage and frank opinions of people from a wide spectrum of ethnic and racial groups, providing abundant material for reflection, discussion, and action.

ISBN 0377003026

Leader's Guide by Marilyn Whaley Winters, ISBN 0377003034



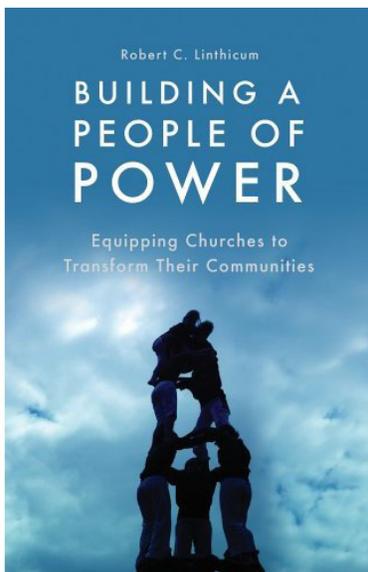
**The Five Dysfunctions of a Team: A Leadership Fable**

*Patrick Lencioni*

Jossey-Bass, 2002

“Lencioni reveals the five dysfunctions that go to the very heart of why teams—even the best ones—often struggle. He outlines a powerful model and actionable steps that can be used to overcome these common hurdles and build a cohesive, effective team.”

ISBN 0787960756



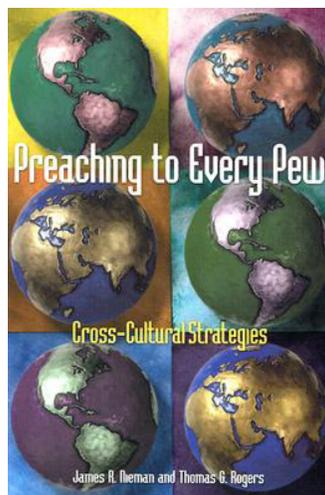
**Building a People of Power: Equipping Churches to Transform their Communities**

*Robert Linthicum*

Authentic and World Vision, 2006

This book explores how God’s people can exercise power in Godly ways so that God’s kingdom can be built in their neighborhoods and cities.

ISBN 978-1932805512



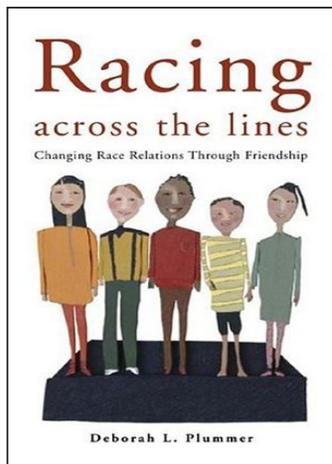
**Preaching to Every Pew: Cross-Cultural Strategies**

*James R. Nieman and Thomas G. Rogers*

Fortress Press, 2001

When people from a wide variety of cultural backgrounds listen to the same sermon, it is more than likely that they will not “hear” the same message. This book, based on extensive field research, takes on the challenge of preaching in such a context. It describes the ways culture influences human beings, details how cultural influences affect and complicate communication in general, and preaching in particular, and then recommends practical strategies for improving communication in culturally diverse settings.

ISBN 978-0800632434

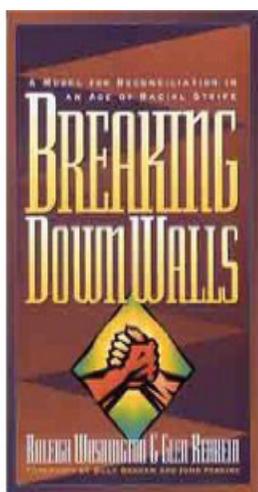


### **Racing Across the Lines: Changing Race Relations through Friendship**

*Deborah L. Plummer*

Pilgrim Press, 2004

An examination of contemporary race relations through the lens of friendship and patterns of cross-racial socializing, offering personal insight as well as perspectives from focus groups. ISBN 978-0829816020



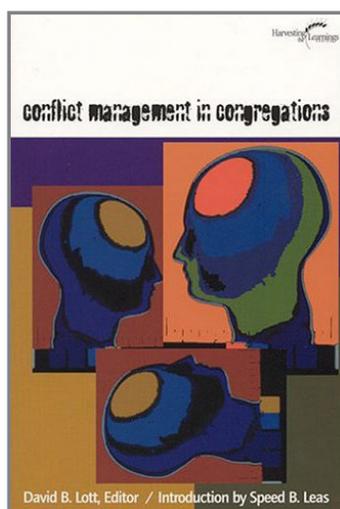
### **Breaking Down Walls: A Model for Reconciliation in an Age of Racial Strife**

*Raleigh Washington and Glen Kehrein*

Moody Press, 1994

Principles for racial reconciliation and how to apply them in a church context.

ISBN 0802426433



### **Conflict Management in Congregations**

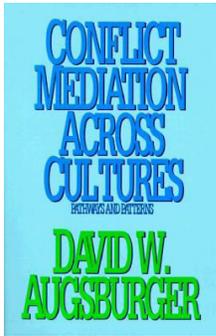
*David B. Lott, ed.*

Alban Institute, 2001

A collection of essays by authorities on church conflict, focusing on organizational tensions related to power sharing, coping with stress, standards for evaluating the potential for success in conflict resolution, and conflict in ethnically diverse congregations.

ISBN 978-1566992435

# Leadership and Pastoral Care



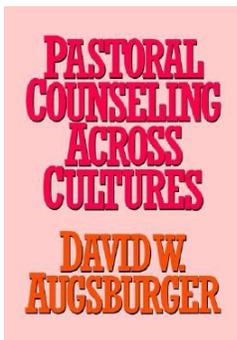
## **Conflict Mediation Across Cultures: Pathways and Patterns**

*David W. Augsburger*

Westminster John Knox Press 1992

Believing not only that conflict is inevitable in human life but that it is essential and can be quite constructive, Augsburger proposes a shift to an “international” approach in resolving conflict. Augsburger focuses on interpersonal and group conflicts and provides a comparison of conflict patterns within and among various cultures.

ISBN 978-0664256098



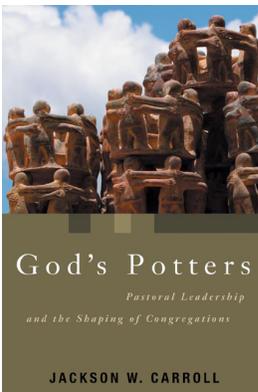
## **Pastoral Counseling Across Cultures**

*David Augsburger*

Westminster John Knox Press 1986

Augsburger combines theological awareness, cultural sensitivity and a global perspective to the discipline of pastoral care.

ISBN 978-0664256166



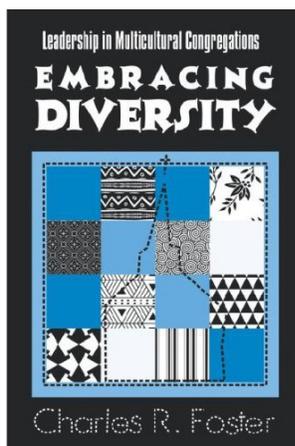
## **God's Potters: Pastoral Leadership and the Shaping of Congregations**

*Jackson W. Carroll*

Wm. B. Eerdmans Publishing, 2006

In this study, Carroll considers the factors shaping congregations today. God's potters are pastors whose calling is to form their congregational “jars” so that they reveal, rather than hide, God's treasure.

ISBN 978-0802863201



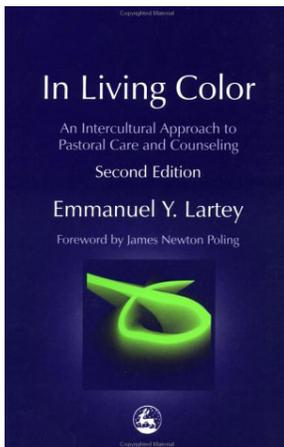
## **Embracing Diversity: Leadership in Multicultural Congregations**

*Charles R. Foster*

Alban Institute, 1997

Programmatic suggestions to address leadership issues in diverse congregations.

ISBN 978-1566991810

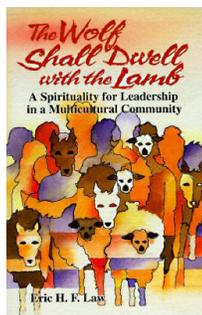


**In Living Color: An Intercultural Approach to Pastoral Care and Counseling**

*Emmanuel Y. Lartey*

Jessica Kingsley Publishers, 2003

Lartey challenges and reexamines the meaning of pastoral care in modern multicultural societies from a pluralistic, global perspective and stresses the importance of recognizing different cultural influences on individuals in order to effectively counsel, guide and empower them. ISBN 978-1843107507



**The Wolf Shall Dwell With the Lamb: A Spirituality for Leadership in a Multicultural Community**

*Eric H.F Law*

Chalice Press, 1993

A book for anyone seeking to improve the quality of interactions between people in multicultural groups.

ISBN 978-0827242319



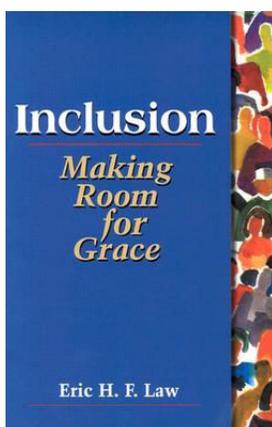
**The Bush was Blazing but Not Consumed: Developing a Multicultural Community Through Dialogue and Liturgy**

*Eric H.F Law*

Chalice Press, 1996

Sequel to “The Wolf Shall Dwell...” on creating truly inclusive communities.

ISBN 978-0827202221



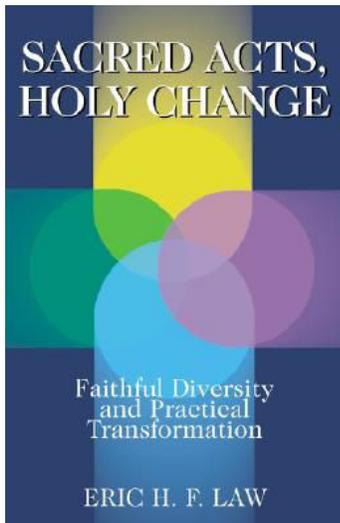
**Inclusion: Making Room for Grace**

*Eric H.F Law*

Chalice Press, 2000.

An examination of inclusion, a discipline of consciously extending the boundaries of communities to embrace and affirm people of diverse backgrounds and experiences.

ISBN 978-0827216204



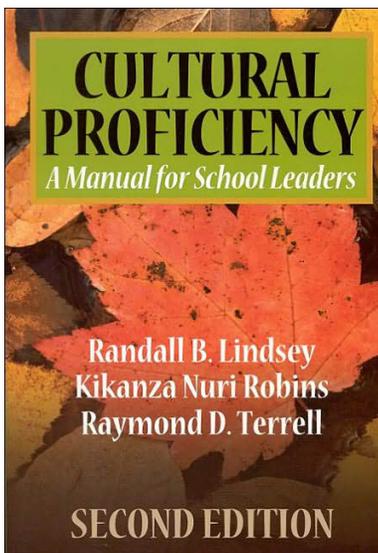
**Sacred Acts, Holy Change: Faithful Diversity and Practical Transformation**

*Eric H.F. Law*

Chalice Press, 2002.

Law teaches how to apply the techniques and theories of his work, spelling out processes for achieving genuine transformation in a congregation attempting to be multiculturally inclusive.

ISBN 0-82723-452-x



**Cultural Proficiency: A Manual for School Leaders**

*Randall Lindsey, Kikanza Nuri Robins and Raymond Terrell*

Corwin Press, 2003.

Help for working toward an understanding of one's own culture and how it impacts others, and a guide for understanding and incorporating the dynamics of difference.

ISBN 978-0761946441



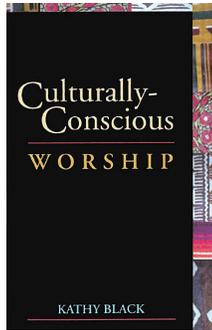
**Transformation of Churches and Society Through Encounters with New Neighbors**

*PC(USA) Office of the General Assembly*

This study and reflection guide is designed for personal and Middle Governing Bodies use (sessions, presbyteries, and synods). It is used to determine the procedures and programs of the General Assembly ministries. Also available in Spanish and Korean.

PDS OGA-99-029

# Worship



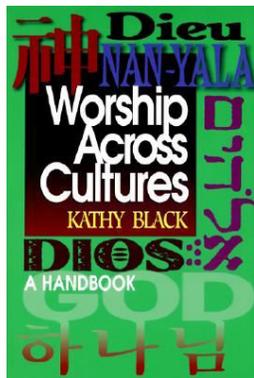
## **Culturally-Conscious Worship**

*Kathy Black*

Chalice Press, 2000

An overview of cultural and liturgical issues of worship in multicultural congregations.

ISBN 978-0827204812



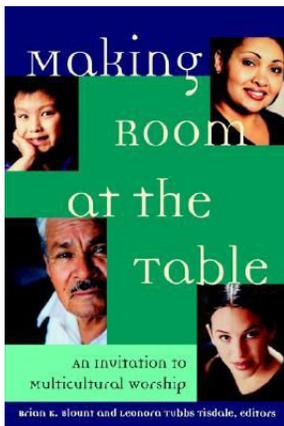
## **Worship Across Cultures: a Handbook**

*Kathy Black*

Abingdon Press, 1998

Based on a survey of congregations of different ethnicities, this is an exploration of the richness of varying cultural worship styles and how an understanding of that richness can develop the practice of ministry.

ISBN 978-0687056521



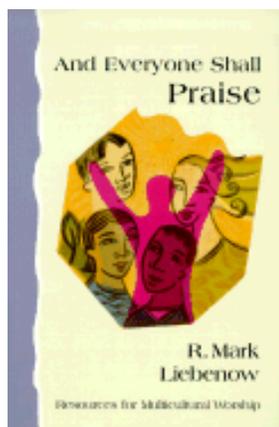
## **Making Room at the Table: an Invitation to Multicultural Worship**

*Brian K. Blount and Leonora Tubbs Tisdale*

Geneva Press, 2000.

“Rather than allow multiculturalism to be a dividing ground for the church today, this book seeks to bridge the gaps and unite all people in worship without threatening their personal or cultural uniqueness. Let the table be open, and let the ensuing conversation across the table transform the community.”

ISBN 978-0664222024



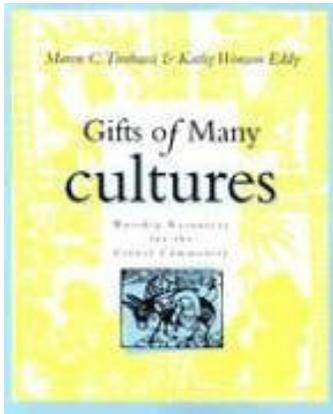
## **And Everyone Shall Praise: Resources for Multicultural Worship**

*R. Mark Liebenow*

Pilgrim Press, 1999.

A resource designed for clergy and lay leaders with liturgies, responsive readings, prayers, stories and poems as well as a calendar of major observances in the church. It also contains suggestions to encourage church staff to write their own liturgical materials.

ISBN 978-0829813180



**Gifts of Many Cultures: Worship Resources for the Global Community**

*Maren C. Tirabassi and Kathy Wonson Eddy*

United Church Press, 1995

A collection of liturgical resources from the global community designed to enrich worship, encourage cross-cultural appreciation, facilitate church mission programming, and deepen spiritual understanding across the global community.

ISBN 978-0829810295



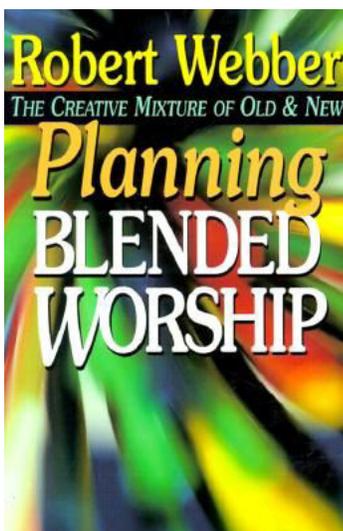
**What is Multicultural Worship?**

*Mienda Uriarte*

The Thoughtful Christian, 2008

Just what is multicultural worship? This study provides a definition of Christian multicultural worship, tells the stories of successful multicultural churches, and shares a practical plan for integrating a multicultural atmosphere in your church. Available via download at

[www.thethoughtfulchristian.com](http://www.thethoughtfulchristian.com) Item #TC0316



**Planning Blended Worship: The Creative Mixture of Old and New**

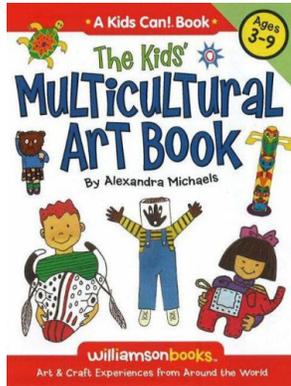
*Robert Webber*

Abingdon Press, 1998

Covers the practical, structural, and theological steps for designing worship services characterized by biblical depth, historical awareness, and contemporary relevance.

ISBN 978-0687032235

## Children/Youth



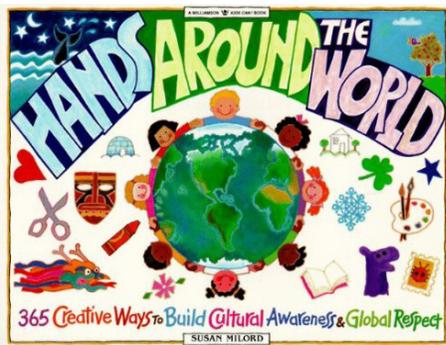
### **The Kids' Multicultural Art Book: Art & Craft Experiences from Around the World**

*Alexandra Michaels*

Williamson Publishing, 2007

Children explore roots, rhythms, and traditions from all corners of the earth while crafting their own art and artifacts. Step-by-step instructions are included for fifty projects and crafts that reveal details about cultures across the world.

ISBN 978-0824968076



### **Hands Around the World: 365 Creative Ways to Encourage Cultural Awareness and Global Respect**

*Susan Milord*

Williamson Publishing, 1992

Experience, taste, and embrace the daily lives of children from the far corners of the earth and learn to live in an atmosphere of global respect and cultural awareness.

ISBN 978-0913589656



### **Facing Racism: In Search of the Beloved Community, A Study for Youth**

*Lonna Chang-Ren Lee*

PC(USA) Peacemaking Program 1998

This five-session study for youth was developed to help youth confront racism and work to build the beloved community.

PDS 70270-98-002

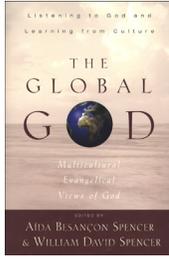


### **Teaching Tolerance**

<http://www.tolerance.org>

Founded in 1991 by the Southern Poverty Law Center, Teaching Tolerance is dedicated to reducing prejudice, improving intergroup relations and supporting equitable school experiences for our nation's children.

# Theology



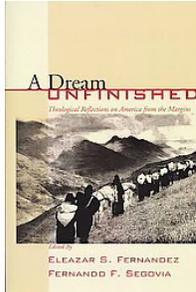
## **The Global God: Multicultural Evangelical Views of God**

*Aida Besancon Spencer and William David Spencer, eds.*

Baker Academic, 1998

A global Christian manifesto in which contributors examine what attribute of God is most understood in their cultures and what one needs to be more fully apprehended.

ISBN 978-0801021633



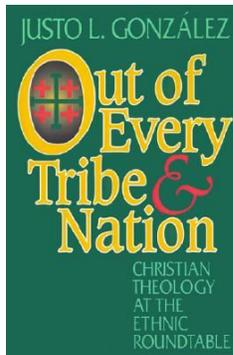
## **A Dream Unfinished: Theological Reflections on America from the Margins**

*Eleazar S. Fernandez and Fernando F. Segovia*

Orbis Books, 2001

“Theologians on ‘the margins’ reflect on how their experience of ethnic and racial minority has influenced their theology and how this relates to the ‘American Dream.’”

ISBN 978-1570753671



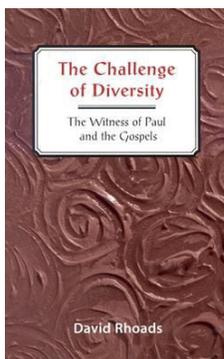
## **Out of Every Tribe and Nation: Christian Theology at the Ethnic Roundtable**

*Justo L. Gonzalez*

Abingdon Press, 1992

This book demonstrates how ethnic minority perspectives can enrich the church’s understanding of a variety of its traditional doctrines: creation, salvation, the Word, and the church in its relation to the world. By listening to these perspectives, the church can recapture the richness of the divine-human encounter in Christ, and reclaim its standing as “the whole people of God.”

ISBN 978-0687298600



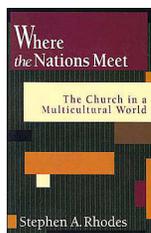
## **The Challenge of Diversity: The Witness of Paul and the Gospels**

*David L. Rhoads*

Augsburg Fortress Publishers, 1996

The Challenge of Diversity argues that the present diversity in the church reflects a rich variety that was integral to the early Christian movement from its very beginnings. Rhoads shows how Galatians, Mark, Matthew, Luke and John each present a fundamentally different understanding of the human condition, a different vision for life under God, and a different portrayal of our transformation.

ISBN 978-0800629823



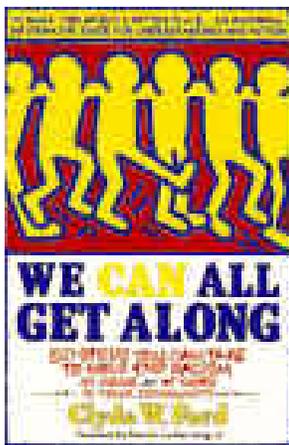
## **Where the Nations Meet: The Church in a Multicultural World**

*Stephen A. Rhodes*

InterVarsity Press, 1998

A theological basis for multicultural ministry that suggests how such ministry can be successfully conducted in all churches.

# Racism



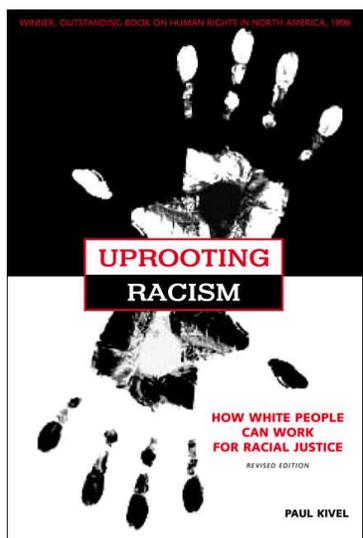
## **We Can All Get Along: 50 Steps You can Take to Help End Racism At Home, At Work, and In Your Community**

*Clyde W. Ford*

Dell Publishing, 1994

This guidebook helps readers develop a personal program for eliminating racism, from noticing unintentionally racist language to identifying—and voting against—institutionalized racism. Forward by Martin Luther King, III.

ISBN 978-0440505709



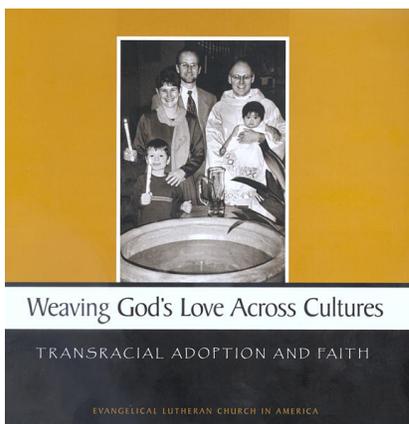
## **Uprooting Racism: How White People Can Work for Racial Justice**

*Paul Kivel*

New Society, 2002

This book moves beyond the definition and unlearning of racism to address the many areas of privilege for white people and suggests ways to challenge the structures of racism.

ISBN 978-0865714595



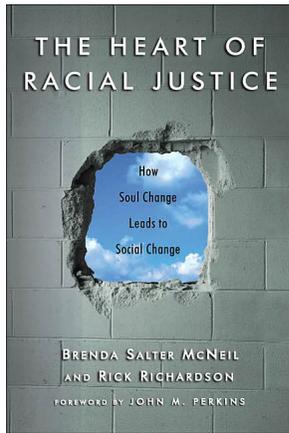
## **Weaving God's Love Across Cultures: Transracial Adoption and Faith**

*Mary Lindberg, ed.*

Augsburg Fortress, 2004

A resource with stories and education about transracial adoption and faith, designed to help faith communities better support transracially adopted people and their families.

ISBN 6-0001-7505-1



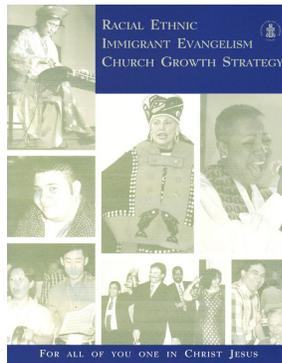
**The Heart of Racial Justice: How Soul Change Leads to Social Change**

*Brenda Salter McNeil and Rick Richardson*

InterVarsity Press, 2004

In this book the authors reveal a new model of racial reconciliation, social justice and spiritual healing that creates both individual and community transformation.

ISBN 978-0830832699



**Racial Ethnic Immigrant Evangelism Church Growth Strategy**

PC(USA) National Ministries Division 2006

[www.pcusa.org/raciaethnic/growth-strategy.pdf](http://www.pcusa.org/raciaethnic/growth-strategy.pdf)

PDS 7242106001



**Facing Racism: A Vision of the Beloved Community**

PC(USA) Office of the General Assembly 1999

The report of the Initiative Team on Racism and Racial Violence, approved by the 211th General Assembly (1999) as the comprehensive policy document on racism for the PC(USA).

[www.pcusa.org/oga/publications/facing-racism.pdf](http://www.pcusa.org/oga/publications/facing-racism.pdf)

PDS OGA-99-033



**Building Community Among Strangers**

PC(USA) Office of the General Assembly 1999

A report on racism, social class division, sex-based injustices, and religious intolerance and conflict.

PDS OGA-99-028

# Additional Resources

## Articles

Bennett, M.J. "Toward ethnorelativism: A developmental model of intercultural sensitivity," in R. M. Paige (Ed.), *Education for the Intercultural experience* (end ed., pp. 21-71). Yarmouth, ME: Intercultural Press, 1993.

Bennett, M. J. "Critical incidents in an intercultural conflict-resolution exercise," In S. M. Fowler & M. G. Mumford (Eds.), *Intercultural sourcebook: Cross-cultural training methods* (Vol. 1, pp. 147-156). Yarmouth, ME: Intercultural Press, 1995.

Cui, G., & Awa, N.E. Measuring Intercultural Effectiveness: An integrative approach. *International Journal of Intercultural Relations*, 16, 311-328, 1992.

Cushner, K., & Brislin, R. *Intercultural interactions: A practical guide* (Vol. 9). *Cross cultural research and methodology series*. Thousand Oaks, CA: Sage, 1996.

Fowler, S.M. & Mumford, M.G. (Eds.). *Intercultural sourcebook: Cross-cultural training methods* (Vol. 2). Yarmouth, ME: Intercultural Press, 1999.

Garces-Foley, Kathleen. "New Opportunities and New Values: The Emergence of the Multicultural Church" *The ANNALS of the American Academy of Political and Social Science*, Vol. 612, No. 1, 209-224 (2007)

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## DVDs

The following DVDs from Starthrower Distribution ([www.starthrower.com](http://www.starthrower.com)) cover topics such as innovation, diversity, communication and team-building. They are available to borrow from the Office of Multicultural Congregational Support by calling 1-888-728-7228 x. 5252

### **Tactics of Innovation: How to Make it Easier for People to Accept New Ideas!**

*Joel Barker*

Tactics of Innovation and its ten-step strategy will help you remove barriers to change. It is an important message for any organization that wishes not only to discover new ideas, but also to bring them into practice. Includes leader's guide, workbook, PowerPoint presentation and pocket reminder cards.

Star Thrower [www.starthrower.com](http://www.starthrower.com)

### **Wealth, Innovation & Diversity**

*Joel Barker*

Discussion of the connection between diversity and innovation, between innovation and wealth. By understanding this connection, you will be more likely to experience long-lasting success by encouraging your employees' differences as an essential part of your organization. Includes facilitator guide, workbooks and additional DVDs with training activities, PowerPoint presentations and program transcripts.

Star Thrower [www.starthrower.com](http://www.starthrower.com)

### **Working without a Script: Creating a Culture of “Yes, and”**

This DVD teaches how the basics of improvisation will help your organization communicate better, build stronger teams, and create a positive work environment. Includes additional DVDs with training activities, PowerPoint presentations and program transcripts. From The Second City Communications

### **Yes lives in the Land of No**

*BJ Gallagher, Steve Ventura*

This animated program will help viewers deal with negativity faster, more effectively, and with a lot less discouragement and despair. Includes online support materials.

### **Fun is Good, featuring the Saint Paul Saints**

Inspirational training program about understanding how having a positive attitude and finding passion can help us overcome challenges and make our work environments more productive, more fulfilling, and more fun.

### **Paradigm Pioneers**

*Joel Barker*

You don't have to create your industry's next paradigm shift to be a pioneer. You can succeed if you know how to spot emerging paradigms and have the intuition, courage, and persistence to bring them into practical application.

### **Your Summit Awaits, revised edition**

*Jamie Clarke*

Join Jamie Clarke, Canadian mountaineer, adventurer, and Mount Everest explorer as he shares his incredible experiences on the mountain. This is a program will inspire audiences to view their challenges and dreams with courage and determination.

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## **Links**

<http://www.pcusa.org/marketplace>

<http://www.pcusa.org/multicultural>

<http://www.presbyterianmulticulturalchurch.net>

<http://www.united-church.ca/intercultural>

<http://www.cathedralofhope.org/>

<http://www.tolerance.org>



Multicultural Congregational Support  
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[www.pcusa.org/multicultural](http://www.pcusa.org/multicultural)