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
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.

Most other items are available from internet retailers such as 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

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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**  
*Curtis Paul DeYoung, Michael O. Emerson, George Yancey and Karen Chai Kim*  
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  
Curtis Paul DeYoung, Wilda C. Gafney, Leticia Guardiola-Sáenz, George E. Tinker, Frank Yamada, eds.  
Fortress Press, 2008  
The People’s 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. Philips
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*

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.


**Transforming the Mainline Church: Lessons in Change from Pittsburgh’s Cathedral of Hope**
*Robert A. Chesnut*

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

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

O Lord, Hold Our Hands: How a Church Thrives in a Multicultural World: The Story of Oakhurst Presbyterian Church
Gibson Stroupe and Caroline Leach

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
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.


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
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
diversity 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. Augsberger  
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
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
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
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
Suggested Readings for Multicultural Ministries

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

“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

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 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


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).


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


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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**

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- [http://www.united-church.ca/intercultural](http://www.united-church.ca/intercultural)
- [http://www.cathedralofhope.org/](http://www.cathedralofhope.org/)
- [http://www.tolerance.org](http://www.tolerance.org)