

# Reset: Race and Diversity



**As good news people in our place, the church has been called and empowered to be a united body across diversity of race, culture and nationality.**

As you consider how to re-connect in community, these questions will help you to consider how a truly united community is connected to the various strands of church life. They will also help you to identify new opportunities to seek racial justice in a divided society.

These questions are informed by data collected from our [Changing Church surveys](#) and the [Building Tomorrow's Church Today](#) resource.

## Gathering

➔ Within the last year, how often have you created opportunities for the voices and experiences of different cultures to shape your teaching, worship and prayer? How does the style of your gathering reflect the racial and cultural makeup of a) your church and b) the local community?

## Gathering (cont.)

In a three-month period, 59 per cent of church leaders said they occasionally addressed racial justice in their services, and 11 per cent said they did so regularly.

➔ In the past year, how often have you referred to this issue in your main gatherings?

- At least once a month
- At least once a quarter
- Once or twice in a year
- Never

➔ Consider the way you communicate global mission. To what extent do you listen to and learn from the global church? How might digital space open up new possibilities for this?



## Programme

➔ How does your weekly and annual programme reflect the celebrated events and culturally specific needs in your local community?

➔ How can you equip your volunteers to better listen, understand and respond to a diversity of cultures?

## Small groups

Small groups can be a good place to feel welcome and explore faith, with 59 per cent of Christians saying small groups were highly beneficial to their discipleship.

➔ How could you equip small group leaders to facilitate welcoming spaces for new believers from other faiths or cultural backgrounds?

➔ How could you intentionally form your small groups as intercultural spaces for mutual friendship and discipleship? How could these spaces tackle issues of racial injustice in local communities?

## Leadership

➔ Does your leadership team reflect the racial diversity of your a) church community and b) local community?

➔ How can you intentionally ensure that the diverse representation of your leadership impacts and enriches the shape of your church?

In 2015, 31 per cent of black, Asian and minority ethnic (BAME) young adults said they were not being mentored by another Christian. ➔ What structures could your leadership team put in place to ensure that young people from every background are mentored and encouraged to grow in their faith?

## Culture

➔ How can you celebrate the different cultural ways that kingdom values are expressed in your church?

➔ In light of the incidents of racial injustice highlighted in recent times, how might you help your church to understand and respond to racial injustice within a biblical framework?

## Scattered

➔ In what ways could you equip your church members to challenge racial injustice when they witness or experience it in their day-to-day lives?

➔ According to the Building Tomorrow's Church Today data, when an opportunity opens up to talk about their faith, 88 per cent of BAME young adults said they take it, even if they feel awkward. How could you continue to encourage those from different racial, religious and cultural backgrounds to live out their faith beyond weekly gathered spaces?

## Civic life

➔ Can you identify the leaders, organisations and services who are working to tackle community issues and racial injustice? How might you partner with, pray for and support this reconciliation work in the community alongside civic authorities?

➔ Are there gaps in services or accessibility to services due to race or culture? How might you advocate into these issues?

## Local churches

➔ What level of engagement do you have with churches and church leaders in the surrounding area who represent a different racial, cultural or ethnic background?

➔ How might it benefit your church to invite a leader from one of these churches to speak or to celebrate a cultural festival together?

## Local community

➔ How might you understand the significant issues and needs in the community that more greatly affect people from specific cultural backgrounds? For example, gangs, mental wellbeing, food poverty, employment, racist attacks, immigration or language needs.

As you have reflected on the good news people in your place graphic, identify three key action points as you reset your awareness of race within your church:

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