

WHERE IS YOUR CHURCH ON THE MULTIETHNIC JOURNEY?

Use this sheet to help determine strengths and opportunity areas.

Church name: _____

Statement	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Representation					
Staff, Leadership, and Congregation reflect the diversity of the community.					
All three areas are at least 20% diverse.					
The largest groups in your congregation have representation on staff.					
Women are proportionally represented for roles in which they serve.					
Based on 3 rd party assessments, staff members feel equally heard, regardless of background.					
Inclusion					
Services reflect the community's diversity visually, in style, and substance.					
Musical selections are derived from multiple cultures.					
Congregants see more than one race/ ethnicity represented from the pulpit on Sunday morning.					
Visual aids, Sunday school lessons, media, and other materials used by the church intentionally reflect diversity.					
Theologians and church traditions referenced during sermons reflect multiple races and cultures.					
Based on broad congregational assessments (surveys), no racial group feels as though they have to give up their culture to belong.					
Influence					
Church actively mentors other churches/ organizations on becoming multiethnic.					
Congregation understands the theological basis for multiethnic churches and can communicate it.					
Education					
Church has programs in place for education on cultural and racial bias.					
The majority of adults in the congregation have engaged in this program.					
Program includes the youth and children's ministries.					
Issues of sociopolitical importance (i.e. systemic racism) are mentioned in some form during Sunday service and included in discipleship programs.					
Vision					
Church mission or vision explicitly calls out a desire to be multiethnic.					
Congregation is familiar with the mission/ vision.					
Visitors would generally be aware of the mission/ vision within their first 1-2 visits.					