

## Unity in Diversity at MX (September 2021)

*I am in them and you are in me. May they experience such perfect unity that the world will know that you sent me and that you love them as much as you love me.*

- John 17:23 NLT

We welcome diversity and healing into our fellowship at MX and our outreach into neighboring communities, through the reconciling work of Jesus and the power of the Holy Spirit.

What are our goals?

- For God to be glorified.
- For the church to be a credible witness to our neighbors of unity and diversity.
- For believers to be the bridge between people divided by racial and cultural differences, bringing healing and transformation to individuals and communities.

### Area 1: Personnel

- Offer training for staff and elders on race, racism, and cultural competency.
- Offer training for Ministry Leaders. This can include: Greeters, Safety, Ushers, Food Pantry, and Bible Class teachers.
- *This training to be requested by the Elders and its completion overseen by the Elders.*

### Area 2: Worship Services and Ministries

- Ministries are regularly reviewed to ensure they reflect the commitments of the church regarding race, culture, and diversity.
  - o Sunday Worship.
    - People of color are in publicly visible roles on Sunday mornings (During worship, Greeters, Ushers, Bible class teachers, etc.)
    - Worship is regularly prepared in collaboration with a person of color.
- Communication of programs and services will reflect our commitments to be a multicultural church.
  - o Public messaging (Sunday announcements, email, website, Facebook, etc.) and artistic displays reflect diversity.

### Area 3: Members and Community

- Have a consistent schedule of training to turn up the voices of the marginalized, and requesting that those in the dominant culture listen, learn, and empathize.
- Post every other week in MX email, website, and Facebook to help with awareness.
- Make Intentional efforts for the church to reflect on the racial composition of the neighboring communities.
- Outreach efforts to be intentionally inclusive of people of color.
- Organize a group which makes a commitment to have monthly dinner with families of a different background (post-covid).
- Find appropriate banners to place on our property.

- Additional Opportunities:
  - o Visit, worship, or share a ministry with predominantly African-American Church (North City Church, Ferguson, West Central, or Louis's cousin in Meacham Park).
  - o Offer opportunities where white people are in the minority.
  - o Visit museums and places of historical interest that educate on the African American experience (tour of underground railroad, East St. Louis, Alton)
  - o Establish two groups – one to look outward to community, and one to look inward at church.
  - o Have Block Party designed around Juneteenth. Pre-market this event. For instance, have a snow cone machine in North Webster the week before.
  - o Begin another Color of Compromise group to continue to widen awareness.

#### **Area 4: Organizational Structure**

- Elder composition includes people of color, ensuring that decisions by Elders are reviewed by people of color.
- People of color are being actively groomed for leadership.

For your consideration and feedback:

- What are the most important or first priorities?
- Can we do training on leadership level and grass roots activities at same time?
- What might be the time-tables?