

# Developing and Sustaining Authentic Multiracial Congregations

## *Assessment Tool*

### **Assess the Demographics**

1. What races and/or cultures are represented in the membership of the congregation? The worship service attendance? The constituency? The surrounding neighborhood? The town or city? Estimate a percentage breakdown for each answer.
2. How do the demographics of your setting enhance or inhibit developing and/or sustaining a multiracial congregation?
- 3.

### **Assess the History/Tradition**

1. What races and/or cultures are represented in the membership of the congregation's national denomination, historically and presently? (If the congregation is nondenominational answer the question as it relates to your national network with similar congregations.) Estimate a percentage breakdown for each answer.
2. How does your denominational tradition enhance or inhibit developing and/or sustaining a multiracial congregation?
- 3.

### **Assess the Leadership**

1. What races and/or cultures are represented in the clergy of your congregation? The paid staff? The lay leadership? Estimate a percentage breakdown for each answer.
2. In what ways are your clergy and lay leaders living lives that are interracial and multicultural?
3. How do your clergy and lay leadership enhance or inhibit developing and/or sustaining a multiracial congregation?
- 4.

### **Assess the Congregational Culture**

1. Does your congregation maintain aspects of the separate cultures represented in the membership? Note some ways this happens.

2. When members join from cultures or races not previously represented in the congregation, how does this change the culture of the congregation?
3. How would you describe the social interaction among members across race and culture (superficial, a few individual friendships, a few family to family connections, a congregation wide embrace of deep relationships, or use your own descriptor)?
4. What are the ways racial and cultural prejudices is addressed among members of the congregation (cultural diversity awareness seminars, antiracism training, mediation, other)?
5. How does your congregation respond to interracial dating and marriage?
6. Has your congregation examined how the structures and practices of the congregation may contribute to ongoing racism? If so, what happened as a result of this process?
7. Are prayer and spiritual disciplines a part of reconciliation initiatives in your congregation?
- 8.

### **Assess the Worship Experience**

1. Describe the worship and music in your congregation? How does this reflect the races and cultures represented in your congregation? In your neighborhood?
2. Do your worship leaders and musicians reflect the diversity in the congregation? In the neighborhood?
3. Describe the artwork in your congregation? How does this reflect the races and cultures represented in your congregation? In your neighborhood?
4. Describe the preaching in your congregation? How does this reflect the races and cultures represented in your congregation? In your neighborhood?
5. Do the persons preaching and teaching reflect the diversity in the congregation? In the neighborhood?
- 6.

### **Assess the Educational Programs**

1. Does the curriculum (and guest speakers) used in Sunday School, youth group, adult forums, small groups, discipleship classes, and the like, employ stories, anecdotes, pictures, and worldviews associated with a wide range of cultural and racial perspectives?

2. What is the racial and cultural diversity of the teachers and facilitators of these groups?
3. Do the participants in these groups reflect the racial and cultural make up of the congregation? If not, why?
- 4.

**Assess the Outreach Efforts**

1. Do the social justice and outreach programs of your congregation reflect the concerns of people from a diversity of races and cultures? Cite some examples.
2. What is the racial, cultural, and economic make up of the persons who serve as staff and volunteers in your social programs? What is the racial, cultural, and economic make up of those persons served by your congregation's social programs? How do your answers to these two questions reflect on your vision of a multiracial congregation?
3. Describe the evangelism efforts of your congregation in terms of race and culture?
4. Other