

HANDOUT CROSS CULTURAL MINISTRIES

1 – Reflection Questions

- Who lives in our neighborhood but is not represented in our congregation?
- What languages do people pray in when they are emotional or grieving?
- Are we prepared to **share power**, not just space?

2 – Listening Checklist

- Identify cultural leaders
- Meet in neutral spaces
- Use trusted interpreters
- Ask about history with churches
- Document hopes and concerns

3- Leadership Development Plan

- Who are the natural leaders?
- What training do they need?
- Who mentors them?
- How are they supported financially?

4 – Cultural Humility Practices

- Practice curiosity, not correction
- Expect to make mistakes
- Apologize quickly
- Learn cultural holidays
- Honor storytelling and testimony

5 – Financial Sustainability Worksheet

Questions

- What are our fixed costs?
- What can be shared?
- What is subsidized short-term vs long-term?

- How will leadership compensation grow?
- When will financial independence be reviewed?

6 – Evaluation Tool

Rate each area (1–5):

- Leadership development
- Cultural respect
- Financial sustainability
- Congregational relationships
- Missional impact