

## Multi-Cultural Church Models

	<b>Separate Church One Location Level 1</b>	<b>Partially Integrated Level 2</b>	<b>One Church Level 3</b>
<b>Leadership Structure</b>	Two completely different leadership structures that do not interact with each other	Two separate leadership structures that interact with each other regularly to collaborate.	One leadership structure where everyone is represented.
<b>Finances</b>	Finances are separate	Finances are separate yet expenses are shared. OR Finances are shared but the accounts are separate. (AKA everyone is paying their own expenses)	All expressions are using the same account and there is not seeming “tracking” of who is paying for whose expenses. Everything is shared
<b>Ministry</b>	There are no joint ministry opportunities	There are some joint ministry opportunities, but they are the exception.	The ministry opportunities are joint. Some separate opportunities may exist, but they are the exception.
<b>Worship</b>	Worship services are not connected in any way, except for the address. In some cases, churches worship in two different rooms in the same building or share worship space.	Worship is separate. But they may advertise as one church with two services. On occasions people may cross service. Translation is not offered or offered rarely so people do not lose interest. On occasions there is shared leadership in the service.	One worship service, fully integrated into two languages. OR Even if they worship separately, people often cross services in the spirit of unity every week. There is regular cross participation in leading worship. Translation is always provided.
<b>Facilities</b>	Often the ethnic minority is considered a renter of the facility. The main facility has all control. Often money is exchanged for use of a facility.	Space is shared. The ethnic minority is more than a renter, their needs are taken into consideration, but the core congregation makes decisions about usage, needs etc. There is little financial buy-in by the renting group.	Facilities are fully accessible to both groups. Decisions about building usage, needs, etc. are made jointly. Because finances are joint possession and responsibility of facilities are also joint.