

## **The Wesleyan Church as it is in Heaven Cohort**

Hosted by Josmar Trent

*(Multiethnic and Translation Specialist for the Church Multiplication and Discipleship Department  
of The Wesleyan Church HQ)*

Questionnaire used with panelists

Prompt 1 - **Population:** *How is our church reaching increasing numbers of people from diverse ethnic and cultural populations?*

- Is it a good goal for a local church to be a reflection of the local community? Why or why not?
- What are some factors that hold a church back from reaching new people groups?
- What is one thing a church "must do" in order to reach new diverse sections of their local population?
- How does a church's evangelism efforts affect reaching different ethnicities in the community?
  - How can a church leaders help people expand their friendship circles to include people who are from other cultures and backgrounds?
- How can church planting be a solution for reaching new sectors of a local city or community?
- How do you find out the demographics of your zip code? - ethnicity, economy, etc
- How important is it NOT to skip this step?
- What are other ways to know your community? - town hall, through community leaders, etc..... ?
- Could you give an example of how knowing the demographic in your zip code has helped you in ministry?
- How should we view people in our zip code? as needy? as valued? as ...
- Do you have any examples of how you had to change your own thinking or changed the DNA of your church for the congregation to see ALL people as valued?
- Big Relationships - God started relationships with people - then invited them to experience.....  
How have you tried to be more engaged in your community?  
How have you lead your people to be more intentional in their communities' life?

**Questions based on the tool: "CLOSING THE GOSPEL GAP"**

(Link to resource: <https://www.wesleyan.org/the-gospel-gap>)

1. The tool we are using as our practical way to dig deeper in this topic, Closing the Gospel Gap, states that *"we are losing ground in reaching North America with its growing and changing population."*
  - a. How have you seen this shift in your community?
  - b. How do you engage your zip code with your why?
2. Can you talk to us about what helped you in being disciplined in the HOW?
3. *"Few leaders articulate their WHY — their purpose, their cause or their belief."* , was it easy to articulate to your team/church your why?
4. Going back to the learning tool, as we seek to fill the gap that we see between our communities and the churches,
  - a. which of the themes came out more easily for you?
  - b. Which one(s) were a little harder to achieve?
  - c. Are there any of these you haven't put into action yet or haven't begin to utilize?

5. How have you unleashed more multipliers in your church?
  - a. What tips can you give us on how to 'scope' them?
6. How has your church been more focused on the "sending"?

Prompt 2 - **Participation**: How is our church regularly creating pathways, events and resources that demonstrate multicultural expressions and engagement?

- With this question in mind, what does a church need to think through before pulling off an event or community outreach?
- What are some practical ways that events or programming can embody the multicultural value system?
- When you put out a promotion or communication, what kind of intentionality needs to be behind the language, graphics, photos, videos, etc.?
- Most church leadership teams do a S.W.O.T. analysis after an event, but do you think it would be good practice add an "M" and intentionally reflect on how this event did or did not embody the Multiethnic values? What would happen if church leaders were more intentional in this way? \*Idea = (S.W.O.T.M.)
- What are multicultural expressions?
- How can we help movement-minded leaders discover what ministry components are aligned with movement-thinking and what may need more attention?
- What are some insights you can give us in terms of casting vision to mobilize people?
- In order to demonstrate multicultural expressions and engagement our churches/organizations/networks need to offer frequent training opportunities,
  - How do you prepare those?
  - What criteria do you go through to analyze what training is needed in your church/network/organization?
  - How does your church help others engage in different events so your team is an evidence of different expressions?
- How do you choose what resources to share with your church/network/organization?
  - What resources have you shared that are diverse based on the author, the way of thinking, the point of view and create unity in your church/network?
  - What process do you go through when choosing what book to share with your leaders/church, or what event to go to?
- Since we are wanting to regularly create pathways for other to engage in multicultural expressions,
  - How do you create safe space for people who are unyielding when it comes to these topics of including others? (*I'm not talking of only white people being hesitant*)
  - How do you create pathways for them to feel like they are being heard and not "silenced" or "ignored"?
- In order to increase participation, we are required to align ourselves with the Holy Spirit (point #3, being Spirit Empowered),
  - How do we create a culture of prayer where the revival of our souls leads us to work to win souls for the Kingdom and not followers of our personal likings? (*example: adding marbles in God's basket, not ours*)
- How do you help others in your church/network/organization long for being active participants in the work of God on earth that will bring more souls to heaven?
- What obstacles do you face when having others participate?

- What solutions have you found out that help shift their attitude?
- What stories of "a blessing in disguise" can you share with us (someone opposing something in your church/network/organization that turned around and has expanded become pivotal for increased participation)?
- Who helped shape your participation culture in your church/network/organization?

### **Questions based on the article "Marks of a Movement"**

Link for assessment: <https://resources.wesleyan.org/marks-of-a-movement-assessment-tool>

1. What are multicultural expressions?
2. How can we help movement-minded leaders discover what ministry components are aligned with movement-thinking and what may need more attention?
3. What are some insights you can give us in terms of casting vision to mobilize people?
4. In order to demonstrate multicultural expressions and engagement our churches/organizations/networks need to offer frequent training opportunities,
  - a. How do you prepare those?
  - b. What criteria do you go through to analyze what training is needed in your church/network/organization?
  - c. How does your church help others engage in different events so your team is an evidence of different expressions?
5. How do you choose what resources to share with your church/network/organization?
  - a. What resources have you shared that are diverse based on the author, the way of thinking, the point of view and create unity in your church/network?
6. Since we are wanting to regularly create pathways for other to engage in multicultural expressions,
  - a. How do you create safe space for people who are unyielding when it comes to these topics of including others? (*I'm not talking of only white people being hesitant*)
  - b. How do you create pathways for them to feel like they are being heard and not "silenced" or "ignored"?
7. In order to increase participation, we are required to align ourselves with the Holy Spirit (point #3, being Spirit Empowered),
  - a. How do we create a culture of prayer where the revival of our souls leads us to work to win souls for the Kingdom and not followers of our personal likings? (*example: adding marbles in God's basket, not ours*)
8. How do you help others in your church/network/organization long for being active participants in the work of God on earth that will bring more souls to heaven?
9. What obstacles do you face when having others participate?
  - a. What solutions have you found out that help shift their attitude?
  - b. What stories of "a blessing in disguise" can you share with us (someone opposing something in your church/network/organization that turned around and has expanded become pivotal for increased participation)?
10. Who helped shape your participation culture in your church/network/organization?

Prompt 3 - **Power:** How is our church increasing the multiethnic diversity and racial equality in our leadership positions and structures of authority?

- Can a church service look diverse, but the church still not be led by a diverse group of people? What would be an example of this?
- How can a church diversify its leadership positions?
- How do you make room for additional diversity on teams and church boards without offending those who currently serve on those teams?
- How can a pastor involve diverse clusters of people in the major decisions within the life of a local congregation?

**Questions based on the learning tool: "Transformative Journey"**

1. Why is it so hard to yield from our power?
  - a. What do you think is something people fear they will lose if they let others lead?
2. Do you think our hurts, or our tensions or our preconceived ideas are what cause us to "stay put" when it comes to power and reject collaboration?
3. The verse in point two of the learning tool on cultural sensitivity tells us "*There is no longer Jew or Gentile, slave or free, male and female. For you are all one in Christ Jesus.*" (Gal 3:28)
  - a. Why is it hard to make an effort to have proximity with others?
  - b. Why do we stay in "surface conversations/relationships? (*trust over tension*)
4. As you are different from others in your churches, in your communities, in your zip codes, what has been something rewarding you have learn from others different than you?
  - a. What has been something hurtful you have experienced that has provided an insight in other cultures and has helped you grow personally and in your ministry?
5. Shared leadership is a result of honest engagement and transparency,
  - a. How do you engage in candid/honest conversations?
  - b. How did you begin a friendship with someone different than you?
  - c. What have you learned from sharing leadership with those who aren't like you (*not only thinking about ethnicity but about education level, gender, point of view, etc.*)
6. When a relationship with a brother or a sister has been fractured by misunderstandings or some issues, how do you help restore it?
  - a. How do you become a bridge builder?
    - i. What tips/insights can you provide to become bridge builders?

Prompt 4 - **Purposeful Narrative:** How is our church including and celebrating stories of people from diverse ethnic backgrounds?

- What do church leaders need to think through before written communication is released or public presentations?
- How does a church properly celebrate faith stories coming from diverse ethnic backgrounds without it feeling like "tokenism"?
  - *How do you avoid possible "tokenism"?*
  - *What steps have you taken/can you take with people who feel like tokens?*
- How can a church help people from different cultures feel valued and appreciated?
- All stories are important so, how do you balance the stories and the celebrations to be all inclusive?

***Based on the learning tool: "Accomplishing more by prioritizing your priorities"***

- How do/did you figure out the priorities for your church?
- How did you figure out the priorities of your zip code/community?
- What are some insights you can give on how to figure out priorities for where our church is located?
- How was your leadership impacted by what we had to do during covid-19?
- How was your leadership advanced by what we had to do during covid-19?
- How has your ministry been shaped by what we had to do during covid-19?
- When you see the strategic focus from The Wesleyan Church (Celebrating every time a disciple makes a disciple and a church multiplies itself until The Wesleyan Church has a transforming presence in every zip code), how do you put it in action?
- How are you including people from diverse background in your discipleship strategies?
- What have you found out is different when discipling people from different backgrounds?
- How is your church putting into action the cyclical steps of "bringing people in", "growing them up", empowering them", sending them out"?
- How do you choose what stories to include/celebrate?
- In a multiethnic church/ministry, we have to make sure we include people of diverse ethnic backgrounds. How do you balance that without leaving others out or making them feel they are not included?
- What is one diverse background you still haven't celebrated that you are praying you get the chance to?
- What process do you go through when choosing what diverse ethnic background you need to include in your service/discipleship material/worship team, etc.?
- When you assess your church for priorities, what do you anticipate can be hard to bring up for them to think about?

Prompt 5 - **Practicing Unity**: How is our church standing with and advocating for people of every ethnicity?

- What are some ways that church leaders can be an advocate for different ethnicities?
- Many times, being an advocate for minorities can place a leader in the political crosshairs... How does a leader navigate the tensions or that feeling of being attacked for maintaining a biblical posture of love and concern for people?
  - What are some ways that a leader could proactively train their church body to become more loving toward other ethnicities?
- What partnerships in the community can a church leader or staff leader pursue in an effort to work side by side with different ethnicities?

***Based on the learning tool: "Lending our voices"***

- How are you advocating for people of every ethnicity?
  - How do you make sure people feel included?
- How are you in your church/department/organization intentionally mobilizing groups from the Kingdom Force?
- How did you become an advocate for others?
- Have you always been a good listener or is this something you have to be intentional with? (*Example of Ian Swyers and how one of his strengths in the strenghtfinder text came back as "idealization" and he has to intentionally listen better and more when people talk*)
- *Explain drive-thru method*
- *Explain 80-20 (from the coaching learning experience)*
- "Relationships are people-oriented, not task-oriented" how did you accomplish your purposes all while also building the relationship?
- How do you choose what authors to read?
- When reading about a topic, how do you find your resources? How do you stay away from the danger of reading the same "topic" even though you are reading from different authors?
- When advocating, how do you get others to hear the message?
- It can be very easy for us to assume something from people when we are advocates. How do you stay away from assumptions but keep focused on the goal at hand: we are to practice unity?

Prompt 6 - **Public Square**: How is our church engaging in kingdom action to increase ethnic and racial equality in our community?

We think we'd change this question. we don't like the phrase "kingdom action"... We can't expand, advance, or build the kingdom of God. It has already been built... we can only invite people into the kingdom and live out the values of the kingdom.

Suggested rephrasing: How is our church actively engaging and embodying the values of the kingdom of God as we increase ethnic and racial equality in our community?

This one is probably the most touchy... ☺

- When does a church (or when does a church not) make a public stance on justice issues within their community? How do you discern the proper timing of making a stance?
- What are some good examples of churches that have pursued racial equality in the public square?
- What biblical imagery or principles can help church leaders proactively lead their church toward racial equality activism without being branded being merely a social activist?
- How can church leaders practically get involved in their community so that they actually have a place of influence?

***Based on the learning tool: "Cultural Values Debrief"***

- Why do you think a Cultural Values assessment is beneficial?
- How do you think knowing our CQ can help us in ministry?
- How do you think knowing our CQ can help us in leadership?
- How do you think this CQ Values Debrief can help your organization grow?
- How are you creating culture in your organization?
- What has been hard about changing culture where you do ministry at?
- What positives can you share with us about things happening with a changed culture where you lead?
- Assuming your team is not homogenous and based on your own preferences, how do you help your team grow in CQ?
  - How do you help your team develop their CQ?
- What is one CQ cultural value you are still improving?
- What is one CQ cultural value you are still learning to incorporate in your leadership?
- How did the CQ values debrief increase your awareness at church? While you worship? How you serve? In your leadership approach? In your preaching? In your multiplication strategies?