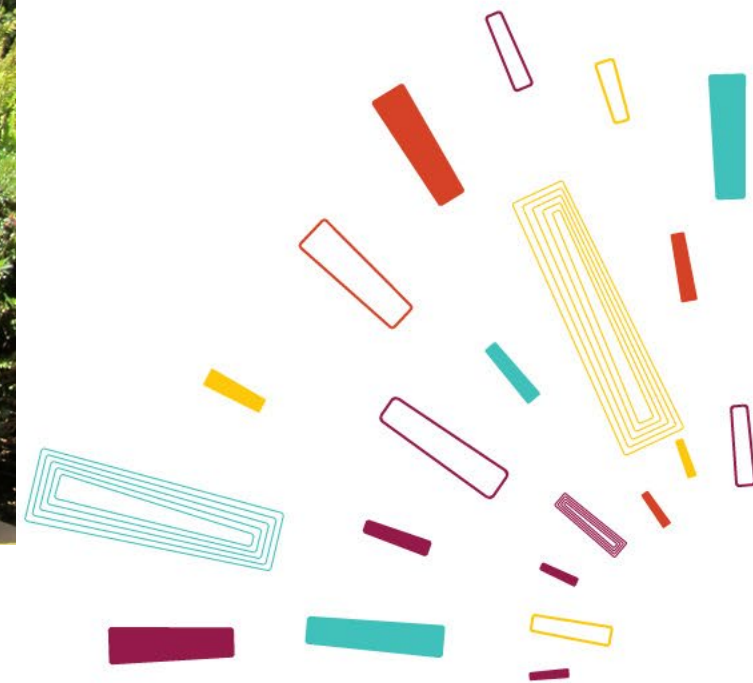


Kingdom Diversity Disarms Resistance

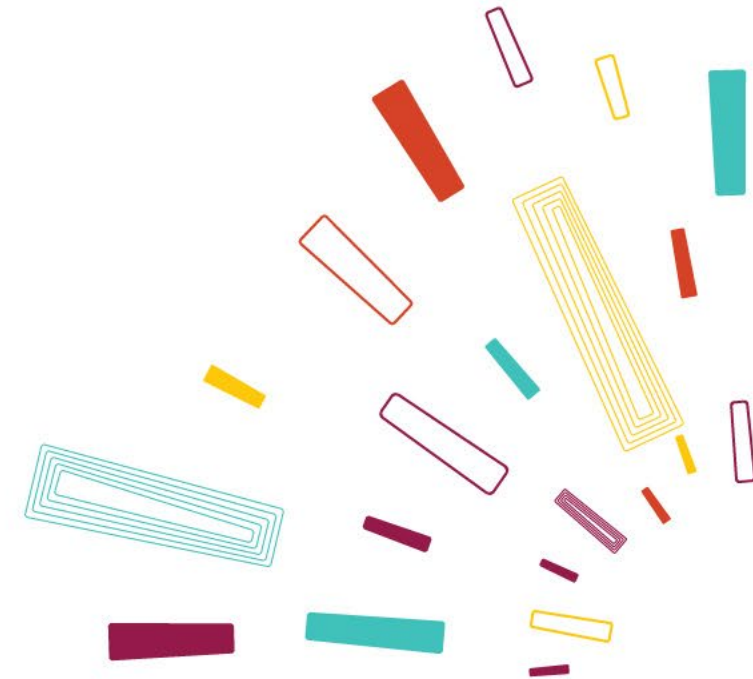
Impact of Multi-ethnic, Multiskilled Teams



The changing face of mission teams



[..\Ingessena people discover the truth about Jesus.mp4](#)



A decorative graphic in the top-left corner consisting of several small, colorful rectangles (yellow, orange, teal, purple, red) scattered in a fan-like pattern.

Stories of Breakthrough

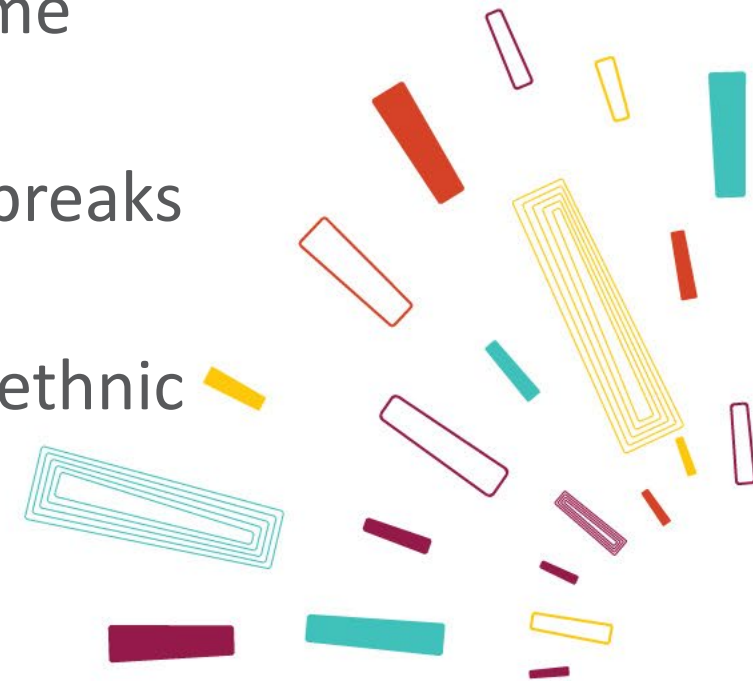
Galmi: The white doctor with black skin.

Ghana: Ethiopians reaching Fulanis – an ancestral identification.

Chad: Skill diversity and ethnic diversity – borrowing some ashes to break down barriers

Moore/Hassaniyas: Diverse team with cultural affinity breaks relationship barrier.

South Sudan: We need preachers of Christian Religion - ethnic diversity (American, Japanese-Canadian and Ethiopian).

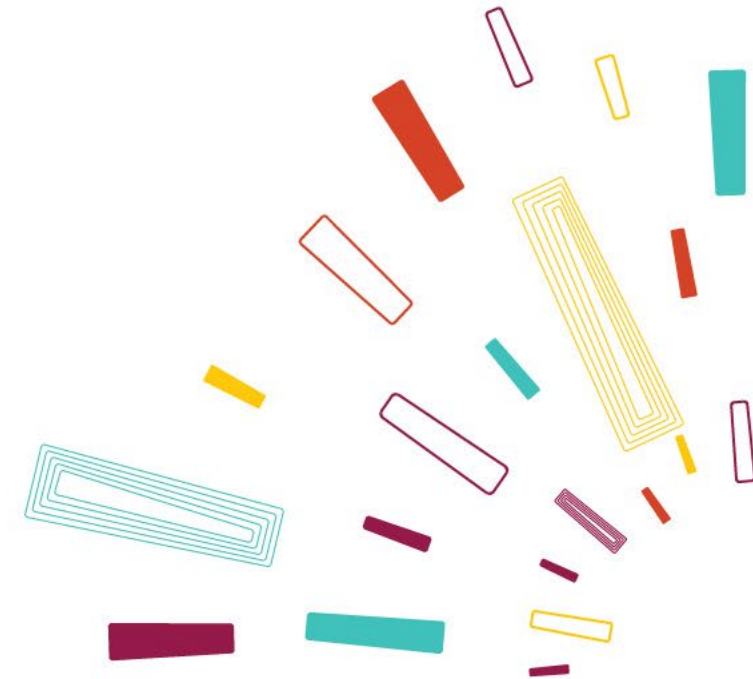


Stories from South Sudan

- An invitation by the Ingessena tribe to teach the Gospel has resulted in many turning to Christ and being baptized.
- Eli Fader and Getachew Abo were very active in discipling new believers and leaders in this community.
- Since there are so many displaced tribes living in the refugee areas around the SIM base in Doro, the impact of the growth of the Gospel among the Ingessena has resulted in significant ministries in several other tribes.
- The Mabaan church has joined in the discipleship and encouragement of the fledgling Ingessena church. This is remarkable in that these are traditionally antagonistic tribal groups.

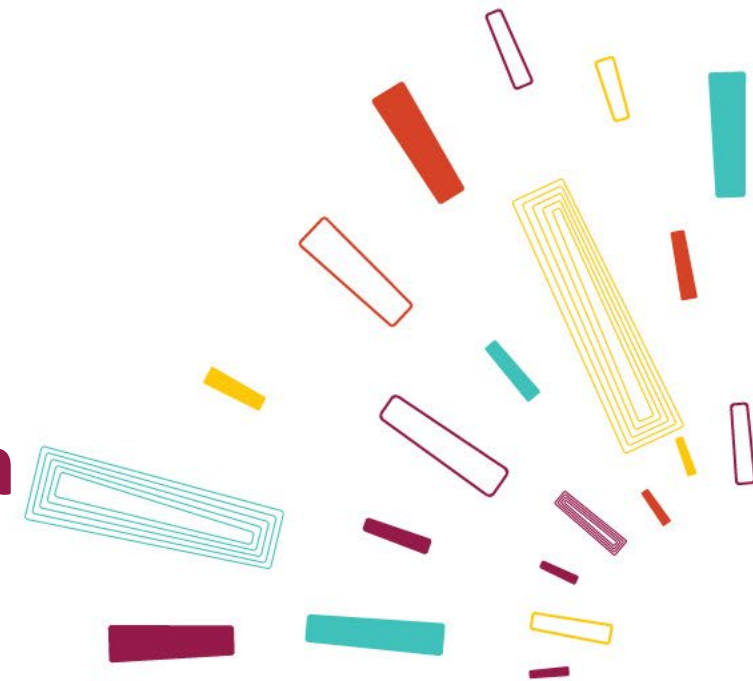


Mabaan Youth Choir





Pastors Andrew and Bulus from Mabaan



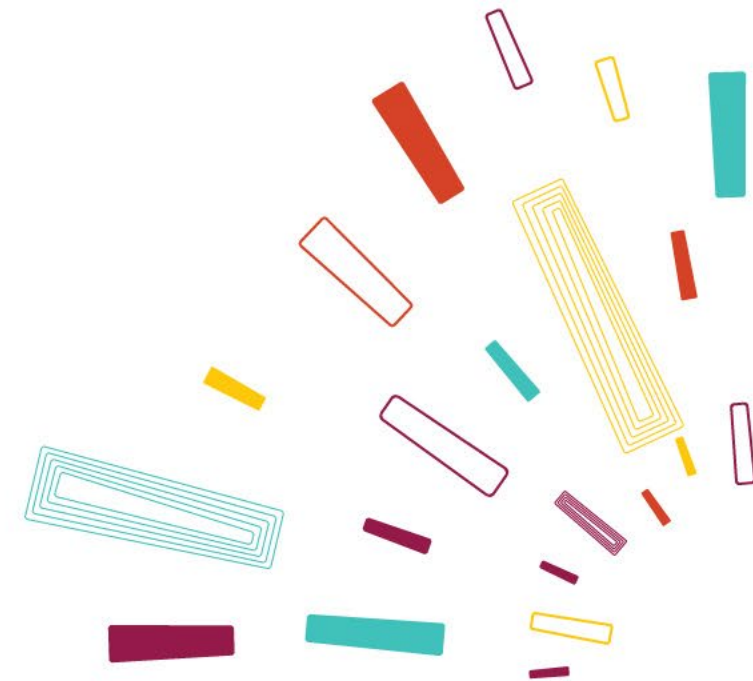


New believers joyfully welcomed & thanked everyone for coming to worship with them.



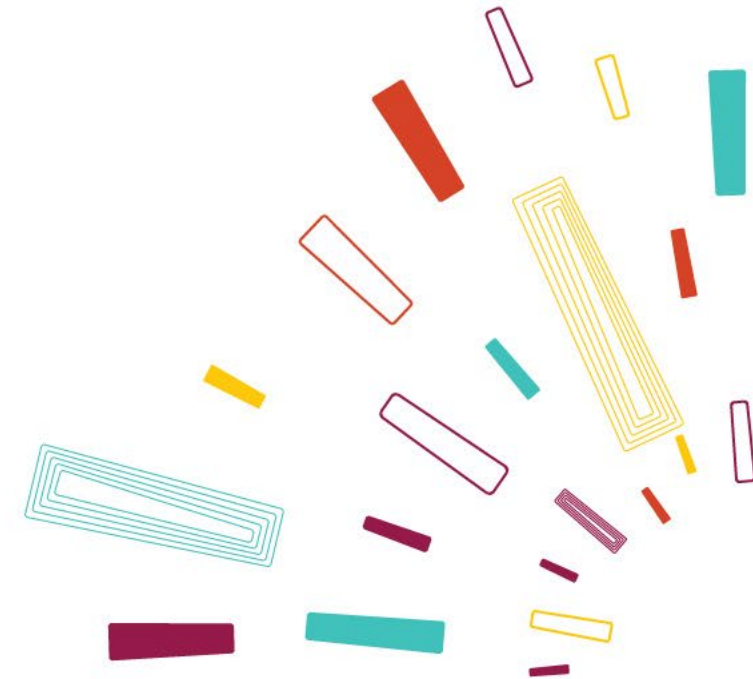


Neighborhood children came to see what was happening at the new church.





Praise the Lord that most of the men are literate in Arabic!





Ethiopian SIM Missionaries Getachew and Tibarek leading disciple making among the Ingessena people.



What are the issues?

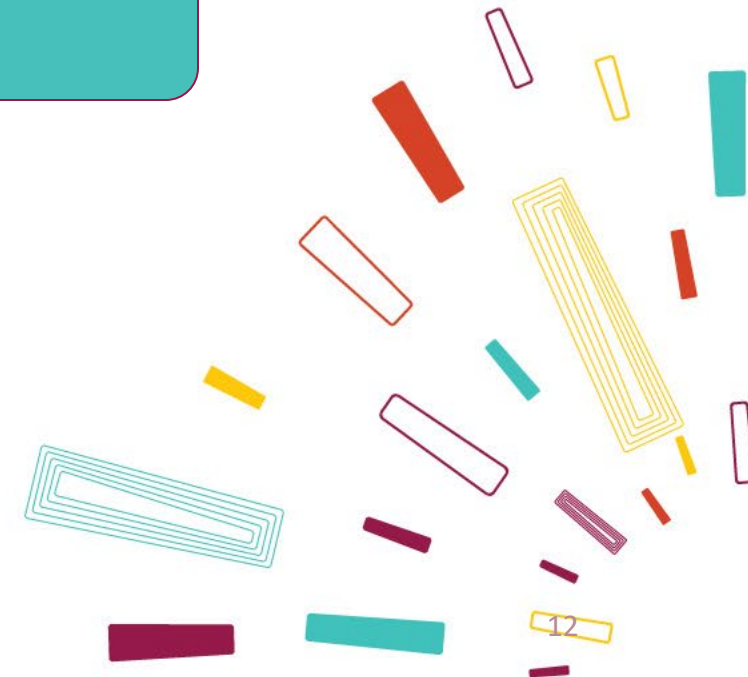
When you think about “multi-cultural”,
what different kinds of cultural differences
are there?

Country/
culture

Denominational/theological
background

Age

Gender



THE NECESSITY for multiethnic teams



1. The changing mission landscape and the diverse color of the mission force.
2. Mission forces now coming from everywhere.
3. Mission fields now existing everywhere.
4. Mission sending now happening everywhere.
5. Aging mission force from older mission sending bases and emerging vibrant mission force from newer sending bases.
6. Mission context becoming more complex with religious protectionism and security realities.
7. Mission context becoming more culturally aware and therefore more open to close cultures or cultures that are more relational.
8. Mission enterprise becoming more specialized such as educational requirement for visas e.g. – advanced degrees.
9. A truly Global Church emerging.
10. A more unified understanding of the holistic nature of the missionary task.

POTENTIAL BENEFITS

1. Combined strength of multi-dimensional talents, gifts, abilities and resources that are represented in a team (Canadian Japanese, American White, Ethiopian)
2. Strengths and weaknesses of multi-groups compliment each other.
3. Mutual assistance and enriched learning from various denominational and cultural backgrounds represented in the diversities of team.
4. Diverse capacity for relationship and relationship building that is very central to redemptive relationships in many cultures.

A decorative graphic in the top-left corner consisting of several short, overlapping horizontal bars in various colors: yellow, orange, teal, purple, and red.

POTENTIAL DANGERS

1. Language and cultural differences.
2. Differing customs and traditions.
3. Differing denominational dogmas and doctrinal practices.
4. Differing socio-economic statuses and backgrounds.
5. Differing leadership expectations.



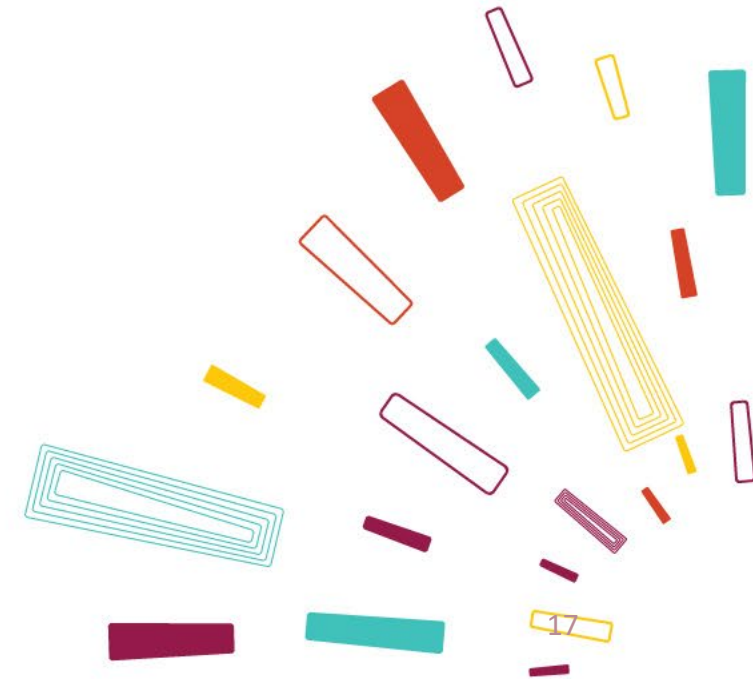
FOSTERING FORMIDABLE multi-cultural, multi-ethnic teams

1. **Individual roles:** “Endeavoring to maintain the unity of the Spirit in the bond of peace”. Ephesians 4:1-3
2. **Organizational roles:** Engendering and implementing policies that emphasize Kingdom agenda, values, goals and targets, instead of organizational agenda, goals, values and targets.
3. **Team Leadership roles:** Fostering team spirit and creating an environment that encourages full participation and contribution by every team member. Understanding differing expectations and assumptions.
4. **Mission Community roles:** Creating and sustaining the holistic perspective of the missionary task – One Body, One Lord, One Task.

A decorative graphic in the top-left corner consisting of several small, overlapping, colored rectangles in shades of yellow, orange, teal, and maroon.


ISSUES TO ACKNOWLEDGE

1. Cultural differences affect relationships.
2. Language differences affect communication.
3. Leadership styles affect decision-making.
4. Numbers affect power distribution



A decorative graphic in the top-left corner consisting of several small, colorful rectangular bars in shades of yellow, orange, teal, and purple, arranged in a scattered pattern.

MAKING DIVERSITY WORK

1. Recognize and value one another's strengths.
 2. Intentional commitment.
 3. Don't go to the extreme - letting the pendulum go to the extreme results in Analysis Paralysis
 4. Kingdom perspective. Witness to others.
 5. Honor each other and humble yourself.
 6. Respect each other's differences and opinions.
 7. Give freedom to express and use the different gifts.
- 
- A decorative graphic in the bottom-right corner consisting of several larger, colorful rectangular bars in shades of red, teal, yellow, and purple, arranged in a scattered pattern.

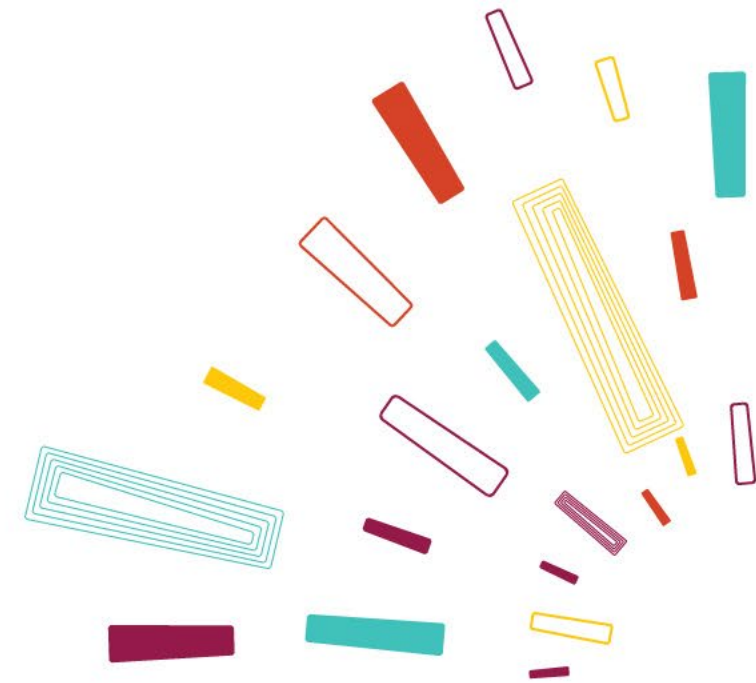
A decorative graphic in the top-left corner consisting of several small, colorful rectangles (yellow, orange, red, purple, teal) scattered in a fan-like pattern.

MAKING DIVERSITY WORK, cont'd

8. Let each person play a role, even if retired. They may be older, but they are experienced.
9. Make each person feel wanted and welcomed.
10. Rely on the Holy Spirit's guidance by being sensitive to His leading.
11. Readiness to put aside differences and work together as a team to go along with the Holy Spirit's guidance.
12. Orientation for new missionaries and re-orientation for the old/current missionaries.



KINGDOM DIVERSITY





1 Cor. 12:13

*For we were all baptized by one Spirit into one body-- **whether Jews or Greeks, slave or free--** and we were all given the one Spirit to drink.
(NIV)*

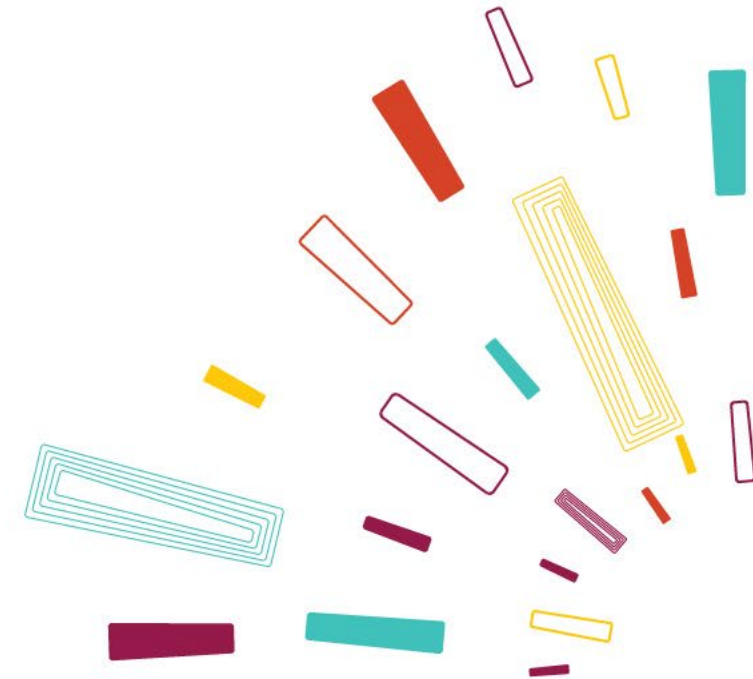
The Holy Spirit creating a Kingdom Community NOT defined or bound by:

race (Jew or Greek)

social status (slave or free)

Or gender (male or female)

Rather a Spiritual Community based on whether or not we are drinking from the same Spirit and redeemed by the same blood.





Kingdom
Community

*Kingdom Diversity
In
Gospel
Community*



Gospel
Community





ENRICHED THROUGH DIVERSITY

Enriched by the
prayer and
endurance of the
Africans





ENRICHED THROUGH DIVERSITY

Enriched by the Spontaneity of the Latinos



ENRICHED THROUGH DIVERSITY

Enriched by the careful planning of the North Americans





ENRICHED THROUGH DIVERSITY

Enriched by the generosity and hospitality of Asians



ENRICHED THROUGH DIVERSITY

Enriched by the gentleness of the Europeans



ENRICHED BY DIVERSE BIBLICAL REFLECTIONS

Enriched by multi-lingual capabilities and multiethnic biblical reflections.





ENRICHED BY DIVERSE BIBLICAL REFLECTIONS

Enriched by the
humility and simplicity
of colleagues.





ENRICHED BY SCRIPTURES

Enriched by listening to the reading of scriptures together in a different language with a different expression of biblical concepts than what we have grown accustomed to.





ENRICHED BY COURAGE

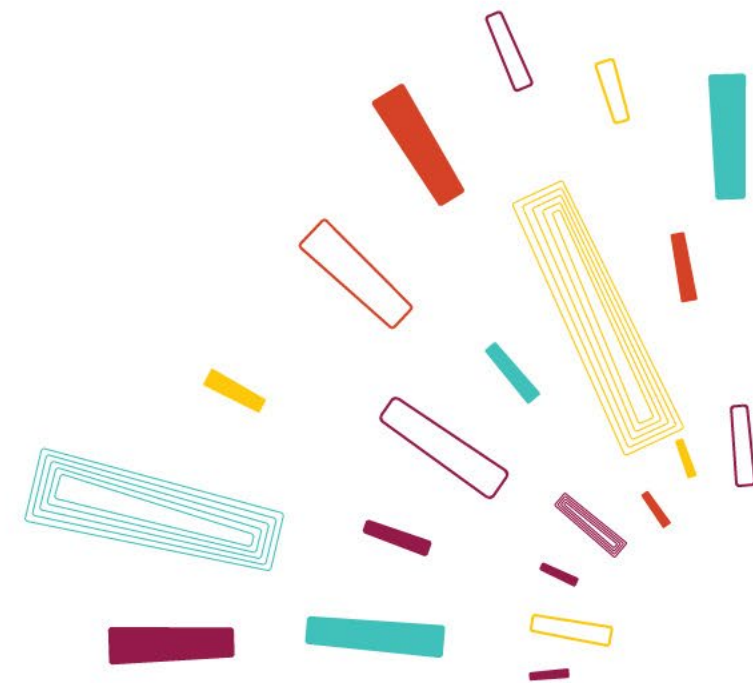
Enriched by the incredible courage of those who are used to enduring persecution.



A cluster of colorful rectangular shapes in shades of yellow, teal, red, and purple, scattered in the top-left corner.

ENRICHED SIMPLY BY BEING TOGETHER

Diversity of Worship
Diversity of Preaching
Diversity of Fellowship
Diversity of Spirituality





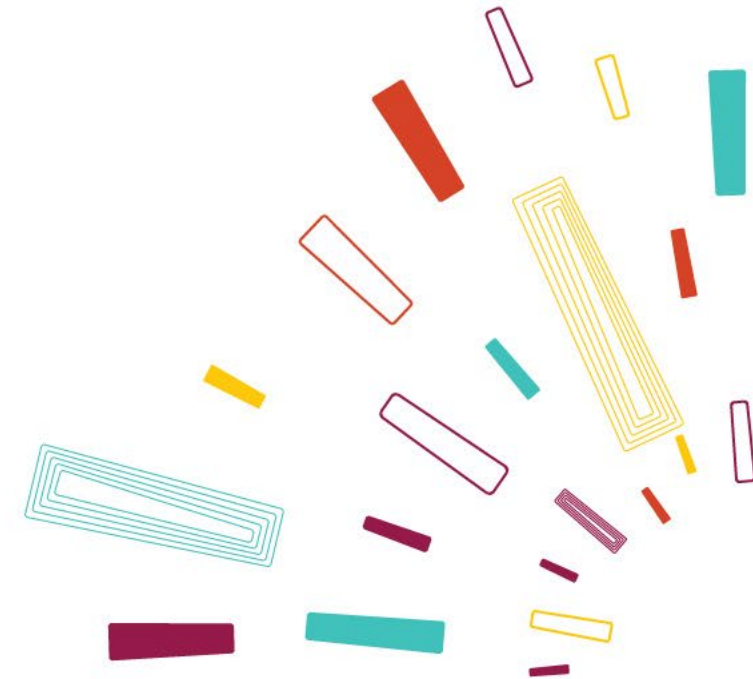
ENRICHED BY A SHARED LOVE OF JESUS



A decorative graphic in the top-left corner consisting of several small, overlapping colored rectangles in shades of yellow, orange, teal, and purple.

Pressure Points? - Future Mission

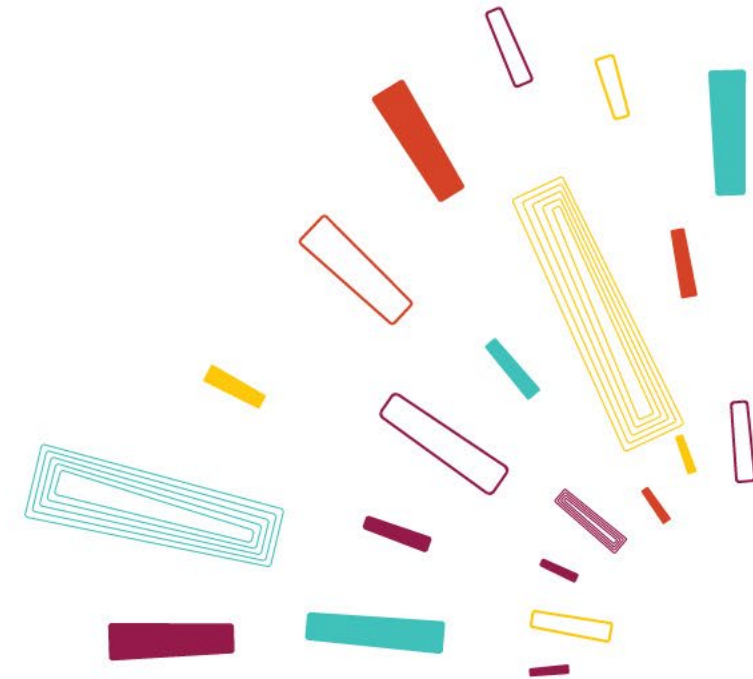
- Reverse Mission?
- Continuity and/ or Discontinuity?
- Complementing or Competing?
- Authority and Sufficiency of Scripture
- Race and Racism in Mission
- Prosperity and Poverty in Mission
- Theology and Praxis in Mission
- Literacy and Illiteracy in Mission
- Formal and Informal Mission
- Technology and Mission



A decorative graphic in the top-left corner consisting of several small, colorful rectangular bars in shades of yellow, teal, maroon, and purple, arranged in a scattered pattern.

Potential Partnership Between Global North and South

- Embrace
- Engage
- Empower
- Exchange
- Enlighten



Kingdom Diversity: A biblical reflection

Rom 10:12 For there is no distinction between Jew and Greek; for the same Lord is Lord of all, abounding in riches for all who call on Him.

Gal 3:28 There is neither Jew nor Greek, there is neither slave nor free man, there is neither male nor female; for you are all one in Christ Jesus.



Empowering Diversity

Cultivate Intentional Multi-cultural, Multi-ethnic leadership of ministries and teams:

- Leadership for an empowered and globally responsive diversity
- Intentionality that carries through all levels of leadership





Empowered Diversity

Empowering Relationships

Freedom and Participation - Assimilation or Integration?

Empowered diversity makes its impact through the freedom of the members of the team to be themselves and thus create synergy through the freedom and participation of other members of the team.

- Assimilation: The attempt to become what one is not, which will ultimately inhibit one's capacity to be real and thus be inhibited from offering, out of who one is, what God wants to bring through us.
- Integration: I must listen to those from other cultures if I am to see the barriers to integration which persist amongst us. I need to be willing to be made deeply uncomfortable linguistically and culturally if I am to avoid the selfish demand that others assimilate to my preferred way of being and doing.

Integrity demands that we aim for cultural integration as a global community. We must empty ourselves of the grasping desire to force others to assimilate to our way of thinking and our way of doing things.

- Belonging and Inclusion

[Missio Nexus\Incarnation and Integration.pdf](#)



Empowered Diversity



Empowering Relationships, cont'd

Developing a responsive perspective

- Appreciate a perspective different to ours – listening well
- Respect for a different kind of resources – the significance of a widow's mite.
- Welcome a different way of thinking and even a different way of doing missions and outreach – extended relationships and connections
- Appreciate a different kind of sacrifice





SIM's Purpose and Mission

Convinced that
no one should live and die
without hearing God's good news,
we believe that He has called us
to make disciples of the Lord Jesus Christ
in communities where He is least known.

This is both a human right and a Kingdom right issue



Impact of Diversity on our Outreach

1. Ethiopians reaching Fulanis in Nigeria
2. An Egyptian making disciples of Kurds in the Middle East.
3. A church in Bethlehem serving refugees in Europe.
4. Egyptians in the Middle East

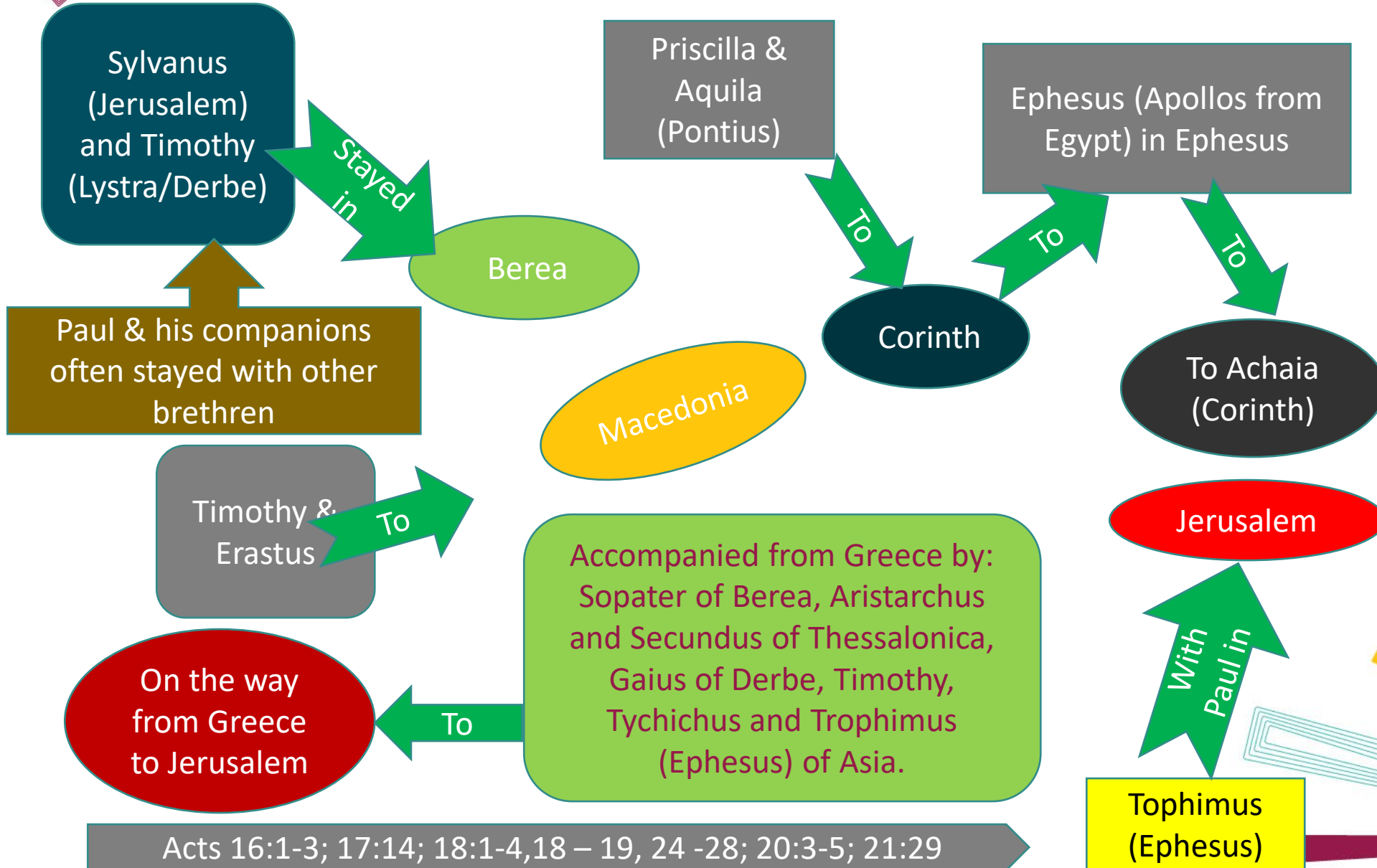


Impact of Diversity on our Outreach

4. A mainland Chinese young lady joining SIM to reach students in France!
5. Koreans reaching First Nations people in Canada
6. A Thai missionary couple taking the gospel to Laos
7. A Bolivian reaching Somalis in Kenya
8. An American family moving to Indonesia where many still live and die without the gospel



Missionary Movement (recruitment) with Paul in Acts



Acts 16:1-3; 17:14; 18:1-4,18 – 19, 24 -28; 20:3-5; 21:29

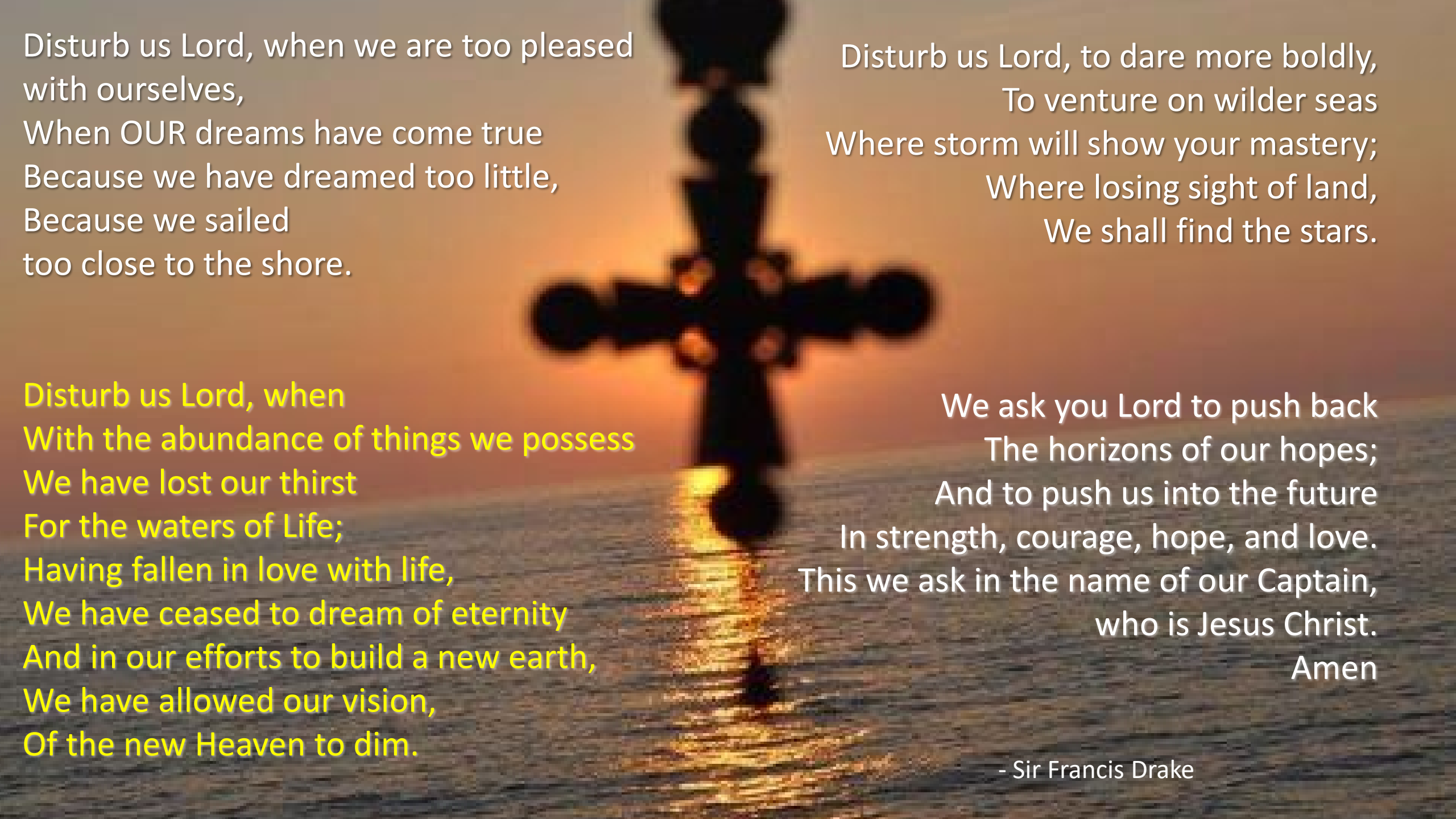




Mission Multi-ethnic Partnership: An Orchestral for Jesus



By Prayer



Disturb us Lord, when we are too pleased
with ourselves,
When OUR dreams have come true
Because we have dreamed too little,
Because we sailed
too close to the shore.

Disturb us Lord, when
With the abundance of things we possess
We have lost our thirst
For the waters of Life;
Having fallen in love with life,
We have ceased to dream of eternity
And in our efforts to build a new earth,
We have allowed our vision,
Of the new Heaven to dim.

Disturb us Lord, to dare more boldly,
To venture on wilder seas
Where storm will show your mastery;
Where losing sight of land,
We shall find the stars.

We ask you Lord to push back
The horizons of our hopes;
And to push us into the future
In strength, courage, hope, and love.
This we ask in the name of our Captain,
who is Jesus Christ.
Amen

- Sir Francis Drake