



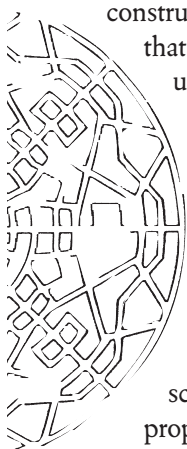
LEADING THE WAY TO UNDERSTANDING

Immigration: facilitating a dialogue

Designed by Eric H. F. Law & Peter Bechtel

Immigration has been a hot topic in the United States for the last several months. We witnessed a massive protest called “A Day without Immigrants,” which brought up many different emotions in people regarding immigrants.

The topic tends to bring up debate that leads to little resolution, or no mutual understanding. How can we help our communities to begin a constructive dialogue that will lead to understanding—not necessary agreement—of the many dimensions of this issue? We, at the Kaleidoscope Institute, propose a very simple beginning by suggesting the following:



Ask people in your community to look inward first and explore and share their own family history of migration.

Then, from there, move on to how immigration (both legal and illegal) affected them personally.

Dialogue Questions:

1. Based on your knowledge of your family history, when did your family migrate to the United States? If your family did not migrate from outside the United States, when did your family make a major migratory move within the United States?

2. What were the reasons, or circumstances that caused them to migrate?

3. How might this history affect your perspectives on the immigration issue today?

In the next issue of the newsletter, we will propose more dialogue questions that will enable your community to explore other dimensions of the issue, such as economics, human rights, etc.

(Use the two dialogue tools described in this newsletter to set up a environment for constructive dialogue.)

Name your fears first

Fear is the classic stumbling block in doing multicultural ministry. By putting our fears on the table at the beginning—the fear of not being able to communicate, for instance—we can help to minimize that fear becoming reality.

By Eric H. F. Law

“What are your fears, if we are to intentionally move toward becoming a multicultural church?” This is a must-ask question for any community that is attempting to embrace the multicultural reality in which they find themselves. This is because fears are the major stumbling blocks for doing ministry in multicultural settings.

I have worked with over 200 churches in three mainline denominations in the United States over a period of six years. Again and again, I have discovered that naming the fears early on in the process was crucial in helping a community to move constructively and faithfully toward becoming a more inclusive church.

I would like to share some of the fears that different church communities have named in the past. Some of the fears are

on the surface and can be addressed by learning how to use technologies effectively and training people with skills that they can use to overcome their fear. Some fears, however, are very deep-seated and require great pastoral care and careful facilitation in order to achieve transformational change. My hope is that by sharing these fears and some possible processes and tools that could enable people to work through them, I can help more church communities to anticipate and be more ready to work through their fears in order to achieve their vision in doing effective ministry in multicultural settings.

Fear of not being able to communicate

This fear is especially prominent when more than one language group are involved. Sometimes, people avoid en-

Please see FEARS, page 2

Fears: Learn to face them at the start

Continued from page 1

tering into environment where they might feel frustrated or embarrassed for not speaking the other's language. This is a surface kind of fear and can be effectively dealt with by training people with skills to communicate across language barrier and by using technologies effectively. For example, in a formal setting like a worship or a church meeting, a community can use a simultaneously translation system in which the participants wear headphones and can tune to the language that they can understand. This requires that the community has the financial resources to buy such a system and to hire competent interpreters for each event.

For informal settings, we need to teach everyone in the community skills to communicate across different languages. For example, in a bilingual community, everyone can wear a nametag, and on the nametag is written the language or languages that the person is proficient in. If a person only speaks Korean, for example, and this person wants to communicate with a person who only speaks English, the Korean speaker needs to find someone with both English and Korean written on his or her nametag and invite that person to help with the

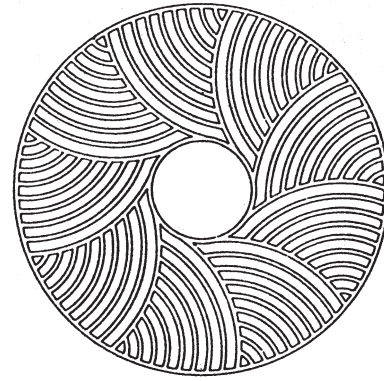
communication. (There are other techniques that I have successfully employed. I have summarized a few of them in Appendix D in my book, *The Bush Was Blazing but Not Consumed* (St. Louis: Chalice Press, 1995, pp. 158–159.)

If a community is spiritually healthy and secure, teaching people with the appropriate skills and employing appropriate technologies will enable the community to move forward in accomplishing its goals of becoming a greater inclusive community.

However, most fears are not just something that we can address with technologies and skill training. Often the fear comes from a deeper place and is sometimes very hard to acknowledge and articulate for many people.

In the next few issues of the Kaleidoscope Institute newsletter, I will explore the following kinds of fears and make suggestions on techniques and processes to enable a community to work through them:

- ✦ Fear of being judged;
- ✦ Fear of unmanageable conflict;
- ✦ Fear of losing control;
- ✦ Fear of losing one's identity; and
- ✦ Fear of dying as a community.



SUGGESTED QUESTIONS FOR JULY 2006

Community Bible Study

By Lilline Dugan and Dorothy Wilson

JULY 2, 2006: *Mark 5:22-24*

✦ What does this passage say to you about trust?

JULY 9, 2006: *Mark 6:1-6*

✦ How does this passage help you to understand openness and acceptance of others' gifts?

JULY 16, 2006: *Mark 6:7-13*

✦ How does this passage challenge you to trust in the face of adversity?

JULY 23, 2006: *Mark 6:30-44*

✦ What does this passage teach you about trusting and sharing?

JULY 30, 2006: *Mark 6:45-52*

✦ What does this passage say to you about how doubt limits your effectiveness?

We suggest that you study the Gospel passage one week ahead. For example, for the week of July 2–July 8, study the text for July 9. This way, the participants will go to church on Sunday having already listened and reflected on the Gospel for that Sunday.

These questions are suggestions only. As a leader of the Community Bible Study process, you need to keep the theme of the biblical text and the context of the participants in mind as you determine what is the most appropriate reflection question for your group.

(Go to our website at www.ladiocese.org/ki to download the Community Bible Study process.)

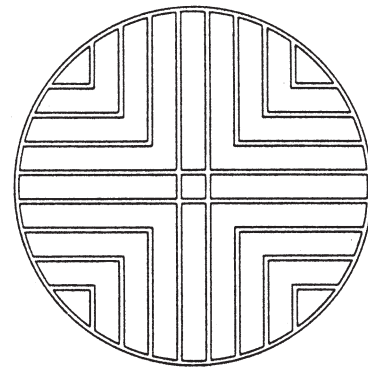
Two principal tools for dialogue

When facilitating a dialogue session, present a set of communication guidelines like the ones below and invite participants to agree to uphold them before sharing. Also, in order to ensure that everyone is included in the dialogue, use the Mutual Invitation process described below.

RESPECTFUL COMMUNICATION GUIDELINES

- R** = take RESPONSIBILITY for what you say and feel without blaming others
- E** = use EMPATHETIC listening
- S** = be SENSITIVE to differences in communication styles
- P** = PONDER what you hear and feel before you speak
- E** = EXAMINE your own assumptions and perceptions
- C** = keep CONFIDENTIALITY
- T** = TRUST ambiguity because we are *not* here to debate who is right or wrong

(from *The Bush Was Blazing but Not Consumed* by Eric H. F. Law)



Mutual Invitation

In order to ensure that everyone who wants to share has the opportunity to speak, we will proceed in the following way:

The leader or a designated person will share first. After that person has spoken, he or she then invites another to share. Whom you invite does not need to be the person next to you. After the next person has spoken, that person is given the privilege to invite another to share.

If you are not ready to share yet, say “I pass for now” and we will invite [you to share later on]. If you don’t want to say anything at all, simply say “pass” and proceed to invite another to share. We will do this until everyone has been invited.

(from *The Wolf Shall Dwell With the Lamb* by Eric H. F. Law)

Become a member of the Kaleidoscope Collective

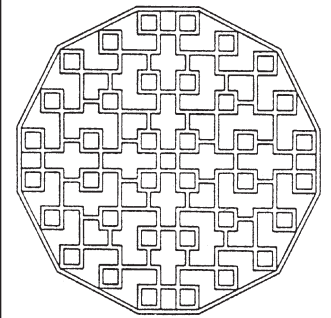
As a member of the KALEIDOSCOPE COLLECTIVE, your church community will receive:

1. **A monthly newsletter** with helpful suggestions on facilitating meaningful dialogue sessions on hot issues of the month, thoughtful questions for weekly Community Bible Study group, information on the latest learning opportunities, book reviews and more.
2. **An annual retreat** (8 hours) facilitated by Kaleidoscope Institute Associates for your vestry. Think of it as an annual check-up on the health of your church community. Based on your ministry goals for the coming year, the Kaleidoscope Institute will strive to meet your leadership training needs by providing monthly training programs that members of the Collective can participate in at a discount rate.
3. **Ten additional hours of consultation/coaching** via telephone and internet with a Kaleidoscope Associate
4. **One scholarship** for the **Kaleidoscope Summer Institute**

Whenever possible, we encourage you to joint as a cluster of three to five churches. The clustering of churches can be based on geographic location, and/or common needs and concerns.

COST: \$300–\$1,200 annual fee per church depending on the availability of your resources.

See the application included in this newsletter (on page 6) or visit our website, at www.ladiocese.org/ki to download an application.

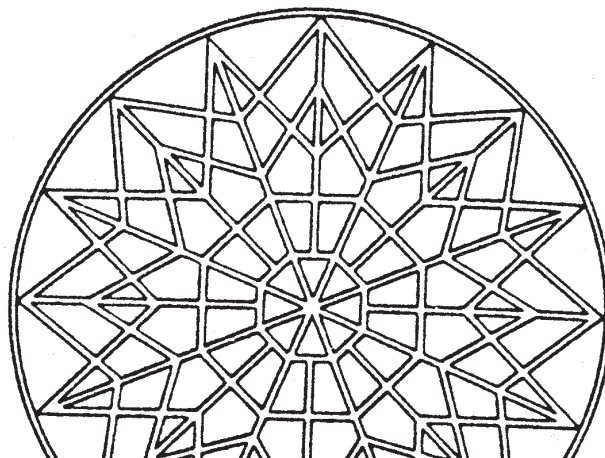


If you only want the newsletter, not the entire package

If you want to receive the monthly newsletter only, the subscription fee is \$60 per year.

Please send the subscription fee to the Kaleidoscope Institute with the following information:

YOUR NAME, CHURCH AFFILIATION, ADDRESS where the newsletter is to be sent, and E-MAIL ADDRESS if you prefer the newsletter to be sent electronically.



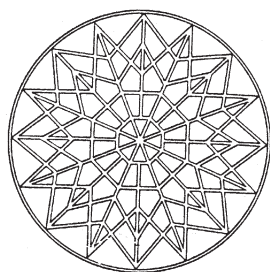
Kaleidoscope Summer Institute

From Aug. 7–13, learn fundamental skills and ways to transform your community.

FIRST COURSE

Fundamental Skills for Building Inclusive Community

In a fast-changing and diverse world, what skills do leaders need to practice in order to create more inclusive environment in which people of diverse backgrounds and experiences are welcome and no one person or group is disadvantaged? In this foundational workshop, the Rev. Eric H. F. Law will guide participants through a practical and spiritual journey toward becoming competent leaders in a diverse changing world.



AUGUST
7–9

Monday at 9 a.m. – Wednesday noon

\$450 (include overnight lodging and meals for Sunday, Monday and Tuesday nights at the Retreat Center at the Cathedral Center of St. Paul)

SECOND COURSE

Model and Processes for Community Transformation

The Rev. Eric H. F. Law will share from his experiences in working intensively with over 300 churches in the U.S. and Canada over the last 10 years. What methods and processes work and what do not work for churches that find themselves in diverse fast-changing communities? He will discuss the impacts of cultural differences, specifically in communication and power perception, on church planting, revitalization, shared facility, cross-racial appointment, and cluster ministry development. How we can enable local churches to analyze their situations (their church culture, local community and social contexts) and move toward faithful and constructive change?

AUGUST
10–13

Thursday at noon – Sunday at noon

\$450 (include overnight lodging and meals on Thursday, Friday and Saturday at the Retreat Center at the Cathedral Center of St. Paul.)

Kaleidoscope Collective

Fill out this application and become a member

Church: _____ Denomination: _____

Address: _____ City: _____ State: _____ ZIP: _____

Contact Person: _____ E-mail: _____

Telephone: *(day)* _____ *(evening)* _____

We will contribute \$ _____ for the year 2006–07 to be a member of the Kaleidoscope Collective.

Describe your weekly worship services:

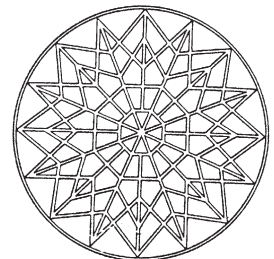
<i>Day of the week</i>	<i>Time</i>	<i>Average attendance</i>	<i>Language(s)</i>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

We are joining the Collective with the following church communities:

<i>Church</i>	<i>City</i>	<i>Denomination</i>
_____	_____	_____
_____	_____	_____
_____	_____	_____

Please return the application to:

KALEIDOSCOPE INSTITUTE
840 Echo Park Avenue
Los Angeles, CA 90026-4209



If you have any questions, please contact us at kscopeinstitute@aol.com