

SUGGESTIONS & STATEMENTS

How to dialogue on the immigration issue

By Eric H. F. Law & Peter Bechtel

In the July newsletter, we invited leaders of our community to invite their members to enter into constructive dialogue on the immigration issue by exploring and sharing their own family history of migration and how that history may affect their perception on this issue. This month, we want to focus our dialogue on the economic impact of immigrants in recent years. The following are a group of statements that we have collected from various sources addressing the economic concerns of immigrants in the United States. They are in no particular order. Our suggestion is for the facilitator of the dialogue session to invite people to read these statements our loud with a little pause in between the statements. Invite participants to keep track of their reaction to these statements: Does this statement echo my own feelings and perspectives? Does this statement surprise me? Does this statement bring up negative feelings for me? Etc.

⊕ “If you’ve lived here for a significant period of time—whether you’re undocumented or documented—and you have contributed to your community, you have not been involved in criminal activity... you’ve paid your taxes and worked hard, then you ought to have a path to earn legalization of citizenship.”

⊕ “Undocumented workers take jobs from unemployed and underemployed US citizens.”

⊕ “If they make it across the border, most immigrants will work at low-paying jobs that no one except the most desperate wants. They will debone chicken in poultry plants, pick crops in fields and build houses in construction.”

⊕ “It’s an economic fact that low wages paid to undocumented workers serve to keep wage levels depressed for all American workers.”

⊕ “Undocumented workers, grateful for any job, will work for lower wages with minimal or no benefits. This enables

Please see DIALOGUE, p. 3

What are your fears?

In the second part of “Fears as a Stumbling Block to Multicultural Ministry,” we explore people’s fears of being judged, and the fear of unmanageable conflict.

By Eric H. F. Law

In the July 2006 newsletter, I began a series of short articles on “Fears As a Stumbling Block to Multicultural Ministry.” I described and addressed a surface kind of fear—fear of not being able to communicate—and how this kind of fear can be addressed effectively using technologies, skills and techniques involving changing people’s behaviors. This month, I would like to continue to explore two more kinds of fear that are more profound and which require pastoral and inclusive community skills to address.

Fear of being judged

This kind of fear is often experienced by church members who honestly believe that they should be sensitive to different cultural groups and genuinely want their church to be more inclusive. However, in the process, they discover that they have thoughts and feelings about the differing others that might be considered

as insensitive and even racist. Therefore, they avoid sharing these feelings. They either ignore them or allow these feelings to be bottled up inside. If these kinds of feelings were not allowed to be expressed and addressed constructively in the midst of a loving supportive community, they could be redirected in ways that could be destructive to doing ministry in a multicultural community.

To enable people to work through this fear, we need to create a safe space where they can share their true feelings and experiences without being judged. They need to be assured that their reactions to differences are natural and they should not be ashamed of them. We need to provide a supportive environment in which they can express their feelings so they can work through them in constructive ways. It is a good discipline to invite the community to accept

Please see FEARS, Page 2

Fears: Being judged; conflict

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and uphold a set of Respectful Community Guidelines at the beginning of every gathering. The guidelines should invite everyone to speak honestly and listen empathetically, and most important, keep confidentiality.¹

Fear of unmanageable conflict

In the world that we live in today, we are continuously shown how dealing with differences can be destructive—riots, lawsuits, and church divisions, just to name a few. Some people might have had bad experiences in racism or diversity sensitivity workshops in which conflicts were poorly handled, resulting in unresolved and hurt feelings. With this fear, people avoid dealing with differences altogether and instead only want to focus on what people have in common. Although it is important to begin the discussion of multicultural ministry by sharing what people have in common, the exploration will not be very productive unless differences are honestly addressed.

To address this kind of fear constructively, we need to provide opportunities for inter-

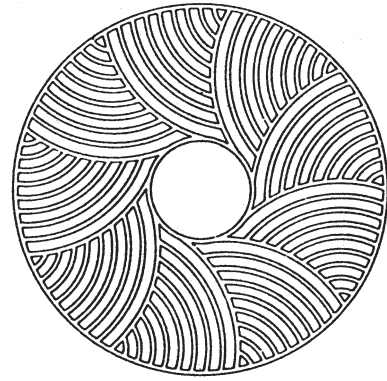
cultural dialogue that are constructive. People should leave the meeting knowing that they have learned something significant, such as intercultural skills, a greater understanding of others and self, and a sense of hope for the future. This means that every gathering to discuss multicultural ministry has to be carefully planned using inclusive dialogue skills. These meetings should move the dialogue toward greater honesty and compassionate listening, and then enable people to discover solutions and constructive way to move toward greater inclusion of others. I have devoted much of my ministry and writings on developing and sharing these models, skills, processes and theology that can foster constructive faithful dialogue.² Careful planning using these principles and tools is essential for a successful exploration of how to become a more inclusive community.

In the next newsletter, we will conclude this series with the exploration of:

- ✦ Fear of losing control
- ✦ Fear of losing one's identity
- ✦ Fear of dying

¹ For full descriptions of communication ground rules and respectful communication guidelines, see Eric H. F. Law, *The Wolf Shall Dwell With The Lamb* (St. Louis: Chalice Press, 1993), pp. 103-109 and Law, *The Bush Was Blazing but Not Consumed*, pp.85-89.

² See Eric H. F. Law, *Inclusion* (St. Louis: Chalice Press, 2000) which presents a practical and theological model of what is an inclusive community. For more processes and skills on constructive dialogue see, Law, *The Bush Was Blazing But Not Consumed* and Law, *The Wolf Shall Dwell with the Lamb*



SUGGESTED QUESTIONS FOR AUGUST 2006

Community Bible Study

By Lilline Dugan,
Deborah Dunn,
and Lucky Altman Lynch

AUGUST 6, 2006 (Transfiguration Sunday): *Luke 9:28-36*

✦ What does this passage say to you about showing your true self to others?

AUGUST 13, 2006: *John 6:35, 41-51*

✦ What is the "living bread" that gives you eternal life?

AUGUST 20, 2006: *John 6:51-58*

✦ What does this passage say to you about accepting everyone who follows Jesus?

AUGUST 27, 2006: *John 6:56-67*

✦ What does it take for you to follow Jesus?

We suggest that you study the Gospel passage one week ahead. For example, for the week of July 31–August 5, study the text for August 6. 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.)

Dialogue: Immigration is . . . Please discuss

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employers to make higher business profits. Cheaper labor costs and lesser working conditions equal greater profits for business owners.”

✦ “Without the help of immigrant labor, the U.S. economy would virtually collapse.”

✦ “We want and need cheap immigrant labor, but we do not want the immigrants.”

✦ “Our nation virtually posts two signs on its southern border: ‘Help Wanted: Inquire Within’ and ‘Do Not Trespass,’” says Pastor Robin Hoover of Humane Borders.

✦ “Illegal immigrants cause paralyzing burdens on public health services, school systems and law enforcement, thereby causing U.S. citizens delayed or loss of access to quality, taxpayer-funded services.”

✦ According to a New York Times article on April 5, 2005, “...the estimated seven million or so illegal immigrant workers in the United States are now providing the system with a subsidy of as much as \$7 billion a year.... Moreover, the money paid by illegal immigrants and their employers is factored into all the Social Security Administration’s

projections.”

✦ “I understand the desire of people in Mexico to work in this country in order to put food on their families’ tables. But how do we address the matter of millions of American families who would like to put food on their families’ tables?”

✦ According to the World Bank, 53% of Mexico’s population of 104 million residents live in poverty, which is defined as living on less than \$2 a day. Close to 24% of Mexico’s population live in extreme poverty, which means they live on less than \$1 a day.

✦ “Illegal immigration should be stopped, and that legal immigration should be slowed. There is a clear link between open borders, unregulated or lightly regulated borders and the potential for terrorism.”

✦ “Due to the economic theory of supply and demand, the only way to effectively control the flow of illegal immigration is to develop a well-thought-out guest worker program.”

✦ “If the government is unable to control the border, then the Minutemen are ready to fill the gap.”

✦ In 1999, under President Bill Clinton, the U.S. government collected \$3.69 million in fines from 890 companies for employing undocumented workers. In 2004, under President George Bush, the federal government collected \$188,500 from 64 companies for such illegal employment practices. And in 2004, the Bush Administration levied NO fines for U.S. companies employing undocumented workers.

✦ “Schools, hospitals and social services agencies should be checking papers before providing services.”

✦ The Catholic Church alone offers a vast spectrum of services for all in need, including education, health care, and social services. “Our golden rule has always been to serve people in need—not to verify beforehand their immigration status.”

✦ “The Social Security Administration remains solvent in large part due to deductions taken from the paychecks of illegal immigrant workers, yet Social Security will never pay benefits to those workers. The workers pay in, but they never receive back.”

✦ “Minimum wage and standard minimal working conditions are established to humanely provide for the safety and welfare of all workers...not just American-born workers. It’s a matter of decency and human rights, rooted in the United States’ Christian-Judeo heritage.”

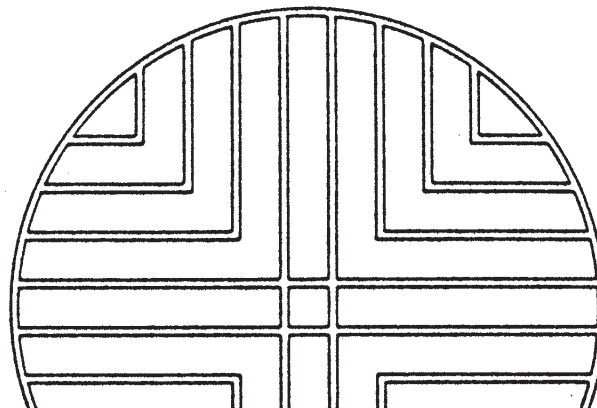
✦ “The statement ‘We Are a Nation of Immigrants’ omits certain people. There are those who came as refugees, as well as those who had ancestors that were forced to come here, or where born here before the borders changed.”

Suggested Dialogue Questions:

1. Having read all statements. Which statement(s) caught your attention? Why?

2. Having heard others’ reflection on these statements, what did you learn about immigrants and the U.S. economy?

3. What does Jesus’ teaching tell you about immigration today? (or for non-religious group: What are your thoughts on developing more constructive approaches to immigration today?)



Anti-racism orientation: 'Very helpful'

Training session offers a positive, constructive approach to addressing a difficult topic.

This is very helpful and practical." "Very dynamic workshop." "Great!"

These are the evaluation comments of the participants of the Anti-Racism Orientation offered by the Kaleidoscope Institute on June 17, 2006 at the Cathedral Center of St. Paul. This workshop was devoted to postulants and deacons in the ordination process for the Episcopal Diocese of Los Angeles. Their participation in the day long workshop satisfied the mandate from General Convention for all church leaders to complete anti-racism training.

The day's activities utilized techniques and group exer-

cises developed by Eric H. F. Law to examine views, assumptions and feelings concerning this sensitive area. Many found that dealing with the issue of racism can be a life-affirming, mutually challenging and supportive experience. As a result, by the end of the day each person returned home with practical skills and tools which can be applied to their personal life, their ministry and their community regarding this topic.

Specifically, topics shared and experienced were:

1. What is racism?
2. How has racism affected our lives?
3. How does the Gospel challenge us to address the power dynamics in interracial

encounters.

4. What can we do to orient ourselves toward working to dismantle racism?

From actual participant comments on the Evaluation Responses, we are able to glean the transformative nature of this interactive experience:

Responses to: What did you learn that you find most useful or helpful?

"The variety of techniques to use during an in-depth discussion.

"Sharing beliefs about racism."

"Invitation to participate."

Responses to: Overall evaluation of the Anti-Racism Orientation:

"Excellent self-reflection exercises and excellent images—

Pentecost, Iceberg— which are well-developed and memorable.

Great photo reflection exercise."

"An excellent process for addressing issues of racism and cultural exclusion in our parish community."

"Very well prepared day with elements that can be implemented at our parish."

This workshop will be offered again on Oct. 7, 2006, location to be announced (in the Claremont area). Cost for this workshop is between \$50 to \$100, depending on the availability of your resources.

If you are interested in attending, please contact the Kaleidoscope Institute, kscopeinstitute@aol.com or 626-602-5242 for future dates.

This workshop will next be offered on:

OCTOBER 7

9 a.m.—6 p.m. in the Claremont area (exact location to be announced)

Cost: Between \$50 to \$100, depending on the availability of your resources.

KALEIDOSCOPE INSTITUTE

⊕ for competent leadership in a diverse, changing world ⊕

840 Echo Park Ave., Los Angeles, California 90026-4209

<http://www.ladiocese.org/ki> • kscopeinstitute@aol.com • 760.409.2635

For members of the Episcopal Diocese of Los Angeles, this workshop will satisfy the mandate from General Convention for all church leaders to complete anti-racism training.



⊕ REGISTRATION FORM *Anti-Racism Orientation Training*

NAME _____ MY CHURCH COMMUNITY _____

MY MINISTRY _____

ADDRESS _____

PHONE (DAY) _____ (EVENING) _____

E-MAIL _____

I would like to register for the following Anti-Racism Orientation Training, scheduled on:

DATE _____

Enclosed is the **registration fee** in the amount of _____ payable to the Kaleidoscope Institute.

Please send completed registration form to: Kaleidoscope Institute, Diocese of Los Angeles, P.O. Box 512164, Los Angeles CA 90051-0164

Become a member of the Kaleidoscope Collective

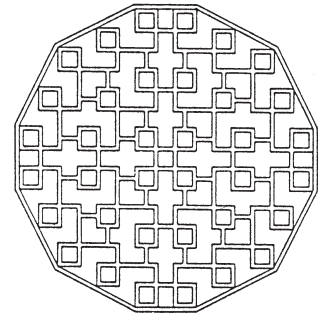
As a member of the KALEIDOSCOPE COLLECTIVE, your church community will receive:

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 join 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.

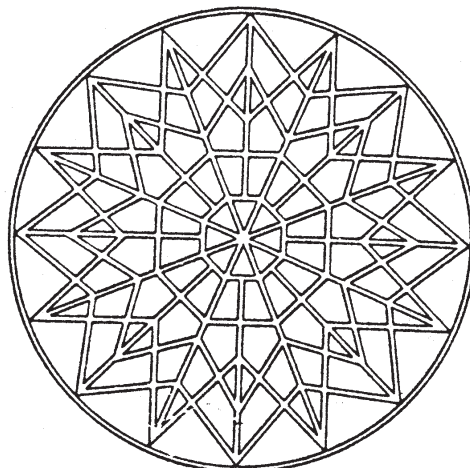


*If you only
want the
newsletter,
not the entire
package*

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 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:

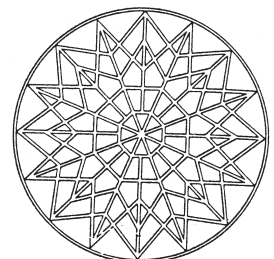
<i>Day of the week</i>	<i>Time</i>	<i>Average attendance</i>	<i>Language(s)</i>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

We are joining the Collective with the following church communities:

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

Please return the application to:

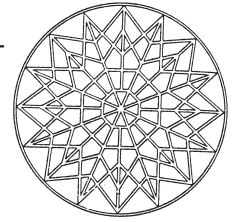
KALEIDOSCOPE INSTITUTE
840 Echo Park Avenue
Los Angeles, CA 90026-4209



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

Become a Kaleidoscope Trainer

As the Kaleidoscope Institute receives and accepts applications from churches that want to become part of our Collective, the Institute will need to develop more competent trainers who can facilitate workshops and retreats for our member churches. Many of our trainers and associates in the past have been our workshop participants who expressed interest exploring doing this work as part of their ministries. If you feel called to this ministry, here is the process:



To become a Trainer for the Kaleidoscope Institute:

1. **PREREQUISITE:** Complete the two basic courses of the Summer Institute:
 - a. Fundamental Skills for Building Inclusive Community.
 - b. Model and Processes for Community Transformation.
 - c. Or the equivalence which covers the 10 basic training Kaleidoscope Training Modules (see KI Training Modules descriptions).
2. Once you are accepted as a Trainer, in order to move toward becoming a full Associate of the Institute, you will need to:
 - a. Log at least 48 hours assisting in the delivery of Kaleidoscope Training Programs.
 - b. Demonstrate proficiency in delivering five basic modules of the Kaleidoscope Institute's basic training (see KI Training Modules descriptions).
 - c. Four volunteer hours per month in support of the Kaleidoscope Institute.

Once you're accepted as an Associate:

1. You will be deployed as lead-trainer (and paid) in delivering our training and consulting services.
2. 4 volunteer hours per month in support of the Kaleidoscope Institute.
3. Attend Associate meetings quarterly.

Name: _____

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

E-mail: _____

Telephone: (day) _____ (evening) _____

I would like to apply to become A TRAINER AN ASSOCIATE

Here is a list of my qualifying experiences (you may use an additional sheet of paper):

My plan for 2006-07 in order to move toward becoming an Associate is (you may use an additional sheet of paper):

Kaleidoscope Training Modules

The knowledge you'll need to learn how to lead

MODULE I

- ✦ Respectful Communications Guidelines
- ✦ Mutual Invitation
- ✦ Community Bible Study

MODULE II

- ✦ Who Am I?
- ✦ Cultural Make-up
- ✦ Iceberg Analogy of Culture
- ✦ Table Exercise

MODULE III

- ✦ High/Low Context Communication Styles Presentation
- ✦ Facilitation of self-assessment, small-group sharing and large-group debriefing

MODULE IV

- ✦ What Color Should the Church Be? — Roleplaying and Debriefing
- ✦ Power Distance Presentation

MODULE V

- ✦ Pentecost—Debriefing of Bible Study
- ✦ Power Analysis
- ✦ Gospel Cycle of Living

MODULE VI

- ✦ Bennett's Intercultural Sensitivity Stages
- ✦ Band-Aid – Play and debriefing
- ✦ Facilitate exercise and discussion on “privileges”

MODULE VII

- ✦ Photolanguage
- ✦ Steps from Stereotype to Destructive “Isms”

MODULE VIII

- ✦ Exclusive Boundary Function
- ✦ Inclusive Boundary Function
- ✦ How to Create a Grace Margin

MODULE IX

- ✦ Exploring the History of Your Church (*timeline*)
- ✦ Is Your Church's Ministry Balanced?— Three-legged Stool
- ✦ Life Cycles of a Congregation and Church Sizes
- ✦ Linking this to the future of the church

MODULE X

- ✦ Process for Planned Change
- ✦ Overview presentation
- ✦ Presentation and facilitation of each step