



Our Services for Churches Committed to More Effective Inclusion

Churches can hear and embrace the call to what Jesus proclaims as “kingdom of God” and Martin Luther King, Jr. proclaims as “beloved community.” Churches understand that in Christ there is no longer Greek and Jew, no slave and free – but only the one body, living and serving in love.

And yet, by intention or accident, many churches have come into maturity with an ethnic homogeneity, falling short of reflecting fully their communities and callings.

Neighborhood churches that have served local communities for years are finding those communities changing around them. For many churches, the new ethnic diversity of their neighborhoods presents ministry challenges: how to welcome and incorporate the new neighbors into the life of the church, and how best to identify needs in order to reach out in service. Language differences sometimes exacerbate the feelings of distance and separation. What needs to happen for barriers to become bridges?

Suburban churches that have experienced great fruitfulness in making disciples for Jesus Christ find themselves nonetheless lacking the ethnic diversity that would both reach new seekers and enrich the whole community. These churches are prepared to explore the changes – both cosmetic and fundamental – that will inevitably result from welcoming “the stranger” into their midst. What needs to happen for the stranger to become brother or sister?

The challenging work of taking new steps into beloved community is difficult to do without a little help, and that is where 4C comes in.

Under its Coaches for Cultural Competence Congregations (or 4C) project, The DWC Group has assembled is a team of professionals who provide climate assessments, trainings, motivational speeches, coaching, and strategic planning assistance so that congregations can successfully adapt themselves to the challenges of embracing new populations in membership and ministry, reversing declines and/or enriching healthy congregations. Because each situation is unique, the team offers customized solutions to congregations who recognize the need for a well managed and facilitated process of adapting themselves to new realities. As they create paths toward success for each client church, the team pulls from an array of techniques and skills that have been honed over many years. The general offerings include:

Climate Assessment

4C can clarify the perception of the challenges to continued church vitality as perceived a diverse set of stakeholders, including existing congregants, church leadership, and members of populations from other demographics that could be but are not currently involved with the church. The team has extensive experience with a variety of assessment tools, including mapping



software, focus groups, hand-written surveys, electronic surveys, and audience response technology that allows the rapid collection of individual survey data from people in large groups.

Motivational Speeches & Sermons

Sometimes church congregations need to see their situation in the context of the nation's demographic changes, the church community's historical challenges around racial inclusion, and the on-going difficulties of providing radical hospitality towards fellow Christians. 4C team members are all accomplished public speakers and preachers, and can help alleviate fear and defensiveness, instead engendering and encouraging new imaginings around race, relationship, and the kingdom of God.

Public Dialogues/ Holy Conferencing

Congregations facing choices that may involve becoming more inclusive and sharing power with communities with very different backgrounds need settings where people can talk about the mix of perspectives and feelings they have. The 4C team has a very extensive background in designing and facilitating very large-scale and innovative participatory meetings based on mobilizing the power of small group dialogues.

Cultural Competence Trainings

As Church leadership contemplates re-positioning the church to embrace people from very different cultural and ethnic backgrounds, it is important that they are given some conceptual and practical tools for how this is to be done. The 4C team has conducted cultural competence trainings for more than 15 years, and can design the trainings to fit the particular multi-cultural challenges that are an opportunity for specific churches.

Strategic Planning Sessions

Besides a shift in intention and motivation, church leadership often needs sessions that focus on examining mission, vision, and current church practices in light of the need to broaden a congregation's audience. The 4C team custom designs a sequence of strategic planning sessions that helps church leadership teams examine and implement the difficult decisions needed to make the many transitions required to revitalize the congregation.

Developing Cross-Cultural Partnerships

Cultural divides and the historic legacy of ethnic divisions often make it difficult for churches to create active, healthy partnerships with church or community populations of people with different racial/ethnic backgrounds. The 4C team calls upon its experience in negotiating these divides in many circumstances, and helps ensure that churches refine their attempts at collaborative partnerships so that these actions are interpreted in the positive spirit from which they are offered.

Individual and Group Coaching

In some cases, church leaders benefit from an on-going relationship with 4C staff so that the intricate personal and group challenges to a transformed church can be addressed in a private coaching setting. Depending on the circumstances, this coaching can take place in person, over the phone, or via email.