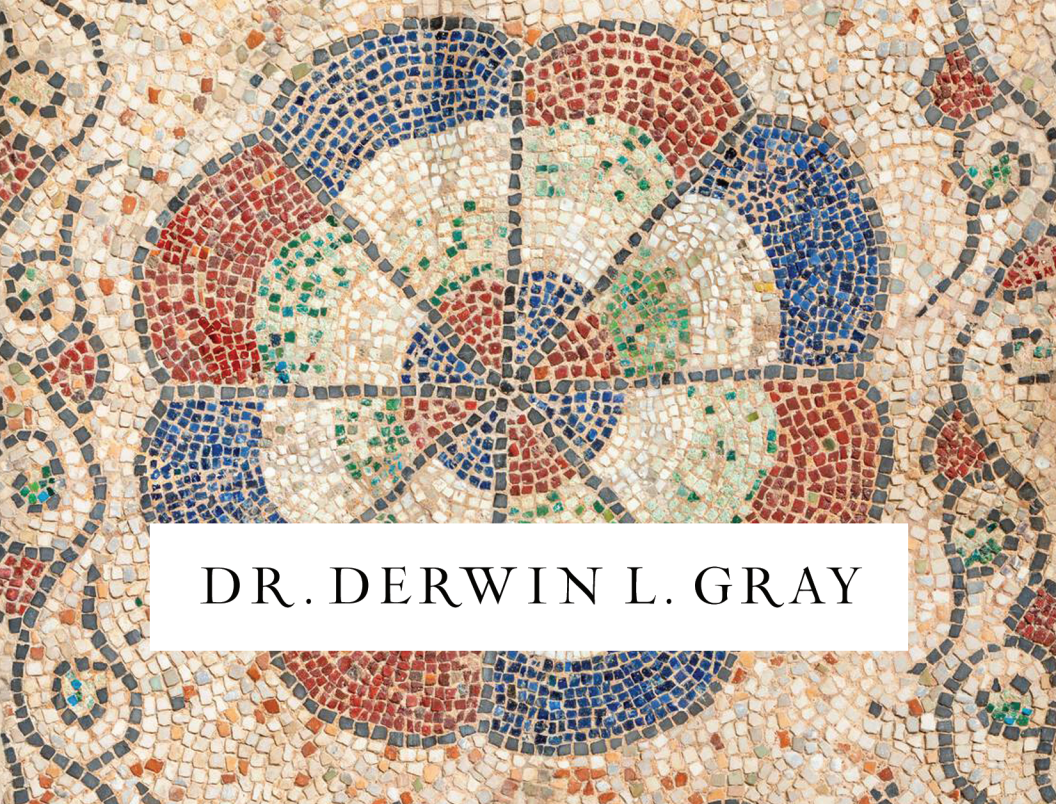




DR. DERWIN L. GRAY

BUILDING A
MULTIETHNIC
CHURCH

A GOSPEL VISION *of* LOVE, GRACE,
AND RECONCILIATION IN A DIVIDED WORLD



A PDF COMPANION TO THE AUDIOBOOK

Building a Multiethnic Church

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GOSPEL-SHAPED LEADERSHIP

STUDY QUESTIONS, REFLECTIONS, AND PRAYER

1. As you read the statistics in chapter 1 about the changing face of America, what thoughts and emotions did you experience? How does your city, neighborhood, school, or workplace reflect this changing demographic?
2. In light of how diverse America is becoming, on a scale of 1 to 10 (with 1 being the worst and 10 being the best), how prepared is your church to reach the diversity in your ministry context? On a scale of 1 to 10 (with 1 being not important at all and 10 being very important), how important do you think ethnic diversity in your church is to your congregation? What about socioeconomic diversity?
3. “Sociologist Michael Emerson has found that homogeneous local churches reproduce inequality, encourage oppression, strengthen racial division, and heighten political separation.” Why do you think this would be true? What do you think the role of the church is in changing these facts?

4. Read Ephesians 2:14–16. Think about its implications in your community and church. What is one thing your church could do to encourage reconciliation among people?
5. Read Revelation 5:9–12. With that passage in mind, what does this statement imply: “A leader captivated by a gospel vision for unity in diversity is a leader who is so passionate about the glory of God being revealed through the local church that he or she is willing to learn how to be a cross-cultural, gospel-of-grace preaching, organizational-strategizing, leader-developing disciple of people who partners with the Lord Jesus in building local churches that reflect the future of the church in the present.”



SEEING LIFE FOR THE FIRST TIME

STUDY QUESTIONS, REFLECTIONS, AND PRAYER

1. What's your story? How did you become a follower of Jesus?
2. *"Gospel-shaped leaders learn how to integrate and how to get along with people who are vastly different from them."* Name three ways you have experienced this in your life. If you can't, consider three ways you could increase your relationships with people who are of a different ethnicity than you.
3. So you want to be like the apostle Paul? Begin by forming real, multiethnic relationships, then focus on building multiethnic local churches like he did. Do you find this intimidating? What are some ways you can increase your relationships with people in other ethnic or socioeconomic groups?
4. Who are the people you are in deep relationship with that are of a different ethnicity and class than you? What is something you have learned from them?
5. After reading my story, what are some aspects of your story that God may be using to prepare you to build or lead a multiethnic, multiclass church?



THREE

SEEING SALVATION THROUGH THE LENS OF UPWARD, INWARD, OUTWARD

STUDY QUESTIONS, REFLECTIONS, AND PRAYER

1. Think through the following statement: a vision of the future transforms what you do today.
2. What is the vision of your church? Does that vision, if lived out, produce a gospel-centered, multiethnic church?
 - a. What is the vision of Transformation Church and how was it formed? Discuss this as a team, or write down your thoughts.
 - b. How can you communicate your vision more clearly?
3. How did God use persecution and Saul of Tarsus to move the Jewish church to fulfill Acts 1:8 and 8:1? Why didn't the Jewish church want to go to "Samaria" and to the ends of the earth?
4. What are the implications of this statement: "*Ministry leaders who are being formed into multiethnic church leaders realize that the ethnic unity of God's church is a sign to the world that his kingdom has broken through the darkness, establishing peace between enemies*"?

5. Read Ephesians 2:8–9. I write about how salvation is more than an “individualistic ticket to heaven.” In what ways does reading these verses in light of God’s covenant with Abraham affect your understanding of this passage? (Read Ephesians 2:10–13 and Genesis 12:1–3.)
6. Only 13 percent of churches today are considered multi-ethnic. What factors do you think influence the church to be homogeneous? What are some barriers you see in your church to creating a multiethnic, multiclass congregation? What can you do to change these?



SEEING CHRIST JESUS AND GOD'S ETERNAL PLAN

STUDY QUESTIONS, REFLECTIONS, AND PRAYER

1. Think through the following statement: *“Gospel-shaped leaders are committed to a gospel that creates local churches where the walls of hostility are broken down by the power of God’s peace, reconciliation, and love.”*
2. When did God preach the gospel to Abraham? Read Genesis 12:1–3 and Galatians 3:7–9. What does this mean for your understanding of the gospel?
3. Discuss the apostle Paul’s passion to plant and build multi-ethnic local churches. Read Romans 1:5, 14; 1 Corinthians 9:19–22; Galatians 3:24–29; Ephesians 2:14–16; 3:6–7; and Colossians 3:11. What does Paul say about the people in these churches? What are the implications?
4. *“Gospel-formed leaders are committed to a deep gospel that goes beyond just saving souls to building heavenly, barrier-breaking communities of reconciliation.”* In what ways did Paul reflect this commitment? What are the implications of this for you and your church?

5. Read Acts 11:19–26. How was the church at Antioch founded? What principles can you draw from the multiethnic church at Antioch?



SEEING MISSIONALLY AND RECONCILIATIONALLY

STUDY QUESTIONS, REFLECTIONS, AND PRAYER

1. Examine sociology professor Mark Chaves's statement:

Still, in an upcoming issue of the *Journal for the Scientific Study of Religion*, Chaves wrote: We do not want to overstate the significance of this increasing ethnic diversity within American congregations. Eighty-six percent of American congregations (containing 80 percent of religious service attendees) remain overwhelmingly white or black or Hispanic or Asian or whatever. . . .

Chaves said in an interview, "On the ground, this means there are more white congregations with a smattering of minorities. However, the percent of mainly black churches with some white people is not increasing."¹³

2. *"Gospel-shaped leaders are burdened with the thought that without a gospel-centered, Jesus-focused, missional*

strategy, local churches will be even more segregated within an increasingly multiethnic America.” In what ways do you see this in your community or denomination?

3. Can you relate to the need to being willing to listen to the narratives of people who are different from you? Think about the difference between partnership and mutual learning versus paternalism and spiritual colonialism.
4. What do you think is the most effective way for you to handle the complexities and difficulties of reaching first- and second-generation Americans with the gospel?
5. Do you have a strategy of evangelism? Discuss the following ideas about evangelism:
 - a. Evangelism must be rooted in gospel-centered vision.
 - b. Evangelism must be rooted in gospel-centered worship.
 - c. Evangelism must be rooted in gospel-centered discipleship.
 - d. Evangelism must be rooted in gospel-centered serving.
 - e. Evangelism must be rooted in gospel-centered reliance on the Holy Spirit.



SEEING THE BEAUTIFUL GOSPEL STORY

STUDY QUESTIONS, REFLECTIONS, AND PRAYER

1. How do you define the gospel? What new definitions do you have after reading this chapter?
2. What are the implications of the following statement:
“Gospel-shaped leaders are committed to God’s bigger, richer, and more beautiful story called the gospel.”
3. What steps can you take to increase this understanding of the gospel in your daily life and ministry?
4. Much of this chapter was about understanding Ephesians 1:3–2:22. What did you learn? How does this change how you communicate the gospel?
5. *“Leaders captivated by the gospel refuse to allow individualism, consumerism, classism, our racist history in America, and the homogeneous unit principle to hijack the gospel of Jesus Christ.”* How have you seen these ideas affect your church and the church in America?



SEEING THE CHURCH THROUGH A GOSPEL VISION

STUDY QUESTIONS, REFLECTIONS, AND PRAYER

1. Read Ephesians 3:6. What is the “mystery of Christ”? What are the implications of this for your local church?
2. Read Ephesians 3:8–10. What is God’s “manifold wisdom”? What does he make this known through? What does this mean for your ministry?
3. Read Ephesians 3:10–12. What is God’s “eternal purpose”? Who carried out this purpose?
4. In planting and building multiethnic churches, spiritual warfare and suffering will take a toll. Name the ways Paul suffered to plant multiethnic churches. Discuss the following statement as a team: *“Gospel-shaped leaders count the cost but move forward anyway, knowing that God’s grace is sufficient to empower them to fulfill the task of planting multiethnic churches.”*
5. Read Ephesians 3:14–21. How is this an example of how to pray for Jesus to plant and build his multiethnic church?



SEEING DISCIPLESHIP AND LEADERSHIP THROUGH THE GOSPEL

STUDY QUESTIONS, REFLECTIONS, AND PRAYER

1. “*Discipleship and cross-cultural ministry matter to Jesus.*”
What does this statement mean to you and your ministry?
2. How do you define discipleship? Read Colossians 1:27–29.
What is the role in discipleship of spiritual disciplines? of personal holiness? of the mystery of Christ? of God’s eternal purpose?
3. Do you or your church have a discipleship strategy? Can you articulate it? What steps can you take to make it more clear and applicable?
4. Does your church have a strategy for leadership development? Describe it. If you don’t, what are some steps you can take this week to begin to develop one or have conversations with your pastor about the need for it at your church?
5. Discuss the following statement as a team: “*Gospel-shaped leaders are committed to developing and implementing a strategy of leadership development.*” Why would this be important to your church?



SEEING THE WORLD TO COME

STUDY QUESTIONS, REFLECTIONS, AND PRAYER

1. What do I mean by “*Gospel-shaped ministry leaders begin with the end in mind*”?
 - a. What does the end look like according to Revelation 5:9–12?
 - b. How does this affect the way you view leadership today?
3. Read Acts 20:17–20, 24. Since Paul counted his life as nothing for the sake of the gospel, who was he committed to reaching with the gospel to produce ethnically diverse local churches?
4. Discuss the story of Célestin Musekura. Share the stories of other Christians you may know who are bringing reconciliation to difficult situations.
5. What about Dr. Musekura’s commitment to the gospel, reconciliation, and multiethnic church planting inspires you? What in his story challenges you?
6. Discuss the following statement: “*Disciples shaped by the gospel want to create churches that go beyond saving souls to building communities that save the world.*”