

**RESPECTING all Human beings  
as people of dignity and worth**

**EMBRACING our differences**

**CELEBRATING our common  
life together**

**As WE create GENEROUS  
spaces  
for Christ's inclusive community**



URC Membership  
1587 Churches  
70,508 Members (10%  
BAME)  
67,691 Children/Youths

*An inclusive church/ministry is a welcoming community that extends hospitality to all. I understand an inclusive church and ministry to be based on the ministry of Jesus who particularly sought to enter into relationship with those who were despised by the world. A welcoming church is , where Christ is at the heart of all its business, where variety is cherished, where each person is welcome and all people are accepted in their individuality as children of God, known and loved by God.*

A multicultural church must be intercultural, inviting *all of us* to journey beyond our cultural comfort zones and boundaries to discover new insights of the Divine and what it means to be followers of the Jesus Way *together*, while allowing for legitimate multiplicity in that vision of *togetherness*.

Our use of multicultural not only affirms the presence of a multiplicity of cultures. It also envisions some form of engagement given this presence.

To be more intentionally inter/cross cultural, however, points to: a deeper, active and critical interaction and mutually reciprocal relationships among and between the diverse groups (entering the threshold of the other). Such a process will involve a movement beyond a dialogical relationship towards transformation in all parts of the life of Church.



Racial Justice and Multicultural Ministry

United Reformed Church  
86 Tavistock Place, London WC1H 9RT

Telephone 020 7691 9872

[racial.justice.mm@urc.org.uk](mailto:racial.justice.mm@urc.org.uk)

## **WE are a Multicultural Church**

**A TABLE FOR ALL :  
AN INTERCULTURAL JOURNEY**

In 2005 the United Reformed Church officially declared at its General Assembly itself a multicultural Church & pledged its commitment to empowering the whole church towards just, inclusive and transforming mission and ministry.

**5 key features** of the ethos of the URC that enabled the Church to make its RJMM declaration:

- its *uniting, reforming, non-conforming* and *marginal* characteristics.
- Also the URC's own wrestlings with the issue of *identity(ies)* as a uniting Church.

*URC General Assembly calls the URC  
to prayer and action so that ways are  
found to listen to people of different  
cultural backgrounds in our  
churches. [1994]*



The URC is a MULTICULTURAL Church committed to empowering all towards just, inclusive, renewing and transforming mission and ministry.

# AS A MC CHURCH, THE URC INTENTIONALLY...



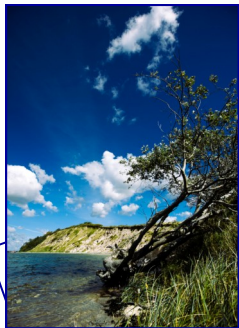
# RJMM VISION IS.....

**Affirms** that the human family is one race, consisting of people of different ethnicities and cultures and **rejoices** in and **treasures** all of the variety of giftings of the human family.

**Commits** itself to **welcoming** all people into the community of faith regardless of colour, ethnicity, language, culture, etc, and to work for justice for the whole of creation.

**Ministers to and with** all people across the boundaries of cultures. This ministry is an integral part of the life of the whole church, enriching every aspect of it.

**Rejects, opposes and challenges** the sin of racism, institutional racism in the life of Church and society, as well as, every act that deny and prevent authentic and inclusive engagement of *all* within the URC and in society



A multi-cultural church is a church

(congregation or a ministry) that intentionally recognizes, celebrates & incorporates a diverse membership in the whole of its life—ethos, ministry and mission etc

## Multicultural is used broadly in our discourse and it includes:

*Racial, cultural, gender, sexual and generational inclusiveness; Diverse cultural representation in Church Councils and Committees; The inclusive nature of a congregation's mission statement; Commitment to community outreach; proactive engagement on issues of justice (including racial justice) and peace; Involvement of youth and young adults; Partnership with other congregations (home and abroad); Interfaith engagements; Celebrations of cultural, historical & ethnic milestones; Inclusive Church Growth; Innovative and inclusive worship.*

## Key Themes will include:

Key themes are: welcoming, valuing, including, engaging/dialoguing, participating, empowering, transforming, and celebrating: a diverse church at worship, in leadership, ministries, mission, witness, theological/Biblical ethos, learning, partnership, hospitality and in social justice

RJMM work is located in the mission department of the Church and is manifested in various projects and networks: rjmm advocates; BAME ministers & lay gatherings; ministries with newer migrant communities; congregational storytelling; resourcing

**Communal** [meaning that it is about community that is outward looking and warm]

**Self-Reflecting** [meaning that it takes a longer view that nurtures a habit of constructive self-criticism - asking hard questions of itself]

**Ecumenical** [characterised by diversity-not homogenisation- agency to core beliefs that are reflected in multiple ways]

**Dialogical** [meaning that there are a diversity of views, perceptions and understandings.]

**Hospitable** [meaning that the space is for all and not a selected few that those who are already part of that space must be committed to making it a safer space, open, welcoming and inclusive space]

## Three ( broad) models:

**-Solidarity Model** - “ethnic” specific: seeks to enable/create /ethnic congregations or spaces, each worshipping separately and focusing on the needs and reflecting the values of its specific group within the ecclesial ethos of the URC (itself dynamic)

**-Ecumenical Model** -“Multi-ethnic, Multi-lingual & Multi-Nat’l”, seeks to include people of more than one racial or cultural group within a single congregation.

**-An Intercultural Model** - builds on the above but is more intentional in its engagement in which a dialogue of cultures sees creative accommodation, interaction and hybridity in the reshaping of what it means to be church. Here is a unity in diversity model but one that sees evolving from the interaction something new embodying multiple heritages & stories.