

EFCA CENTRAL DISTRICT

HISPANIC MINISTRY RESOURCES

How to assess & implement your ministry potential



THANK YOU

For your interest in cross-cultural ministry!

The Central District EFCA Hispanic Ministry Team has prepared this resource to help you assess your ministry potential and implement strategies to multiply healthy churches among Hispanics – the fastest growing segment of the U.S. population!

We welcome your feedback so that we can assist you in your ministry to reach out to all the people groups that God has placed in your sphere of influence.

Let us know how we can help you turn your dreams into realities and reach more Hispanics with the Good News about the Lord Jesus Christ!

He himself gives to all mankind life and breath and everything. And he made from one man every nation of mankind to live on all the face of the earth, having determined allotted periods and the boundaries of their dwelling place, that they should seek God, in the hope that they might feel their way toward him and find him.

Acts 17:25-27

CONTENTS

This toolkit offers guidelines to help you ask and answer the questions you need to address in order to assess and implement your ministry potential:

How is your church positioned for:

- ◆ Increasing Hispanic attendance in our EFCA churches ?
- ◆ Developing ministries to reach out to Hispanics ?
 - ◆ Planting new Hispanic EFCA churches ?
 - ◆ Supporting district-wide Hispanic ministries ?

This toolkit will help you:

- 1 – Inventory the opportunities and resources within your church and community**
- 2 – Identify the challenges and barriers you face as well as the resources you lack**
- 3 – Implement step-by-step strategies according to your own priorities and timeline**
- 4 – Involve more people in evaluation as you continue to pray and plan and progress**

By utilizing the tools and resources in this kit you can effectively minister to Hispanics and other ethnic groups in your community!

And they sang a new song, saying, "Worthy are you to take the scroll and to open its seals, for you were slain, and by your blood you ransomed people for God from every tribe and language and people and nation, and you have made them a kingdom and priests to our God and they shall reign on the earth."

Revelation 5:9-10

ONLINE RESOURCES

The contents of this toolkit and the other resources it references are also available at the Central District EFCA website www.cd.efca.org where you can get up-to-date information as well as contribute to our ministries.

1 – OPPORTUNITIES = what are your enabling factors ?

Inventory the opportunities and resources within your church and community

A - **Resources** in your church or community (people, skills, money, time, etc)...

- ♦Who has a vision for Hispanic outreach or ministry? Who is praying about it?
 - Start a *pray-and-plan* team to brainstorm about ministry opportunities.
 - Ask your pastor and elders and other church leaders to pray with you.
- ♦Who has God brought to your church who can speak Spanish or teach English?
 - Will they teach some key Spanish phrases to others in your church?
 - Could they or others help teach English as a second language?
- ♦Who has experience in cross-cultural ministry? How can they help?
 - Find out what skills or resources they can provide.
 - Follow up on other contacts they recommend.
- ♦What specific resources are available or can be obtained? How & when?
 - Make a list of your resource assets:
 - Pray about how to use them...
 - People:
 - Skills:
 - Facilities:
 - Money:
 - Other:

B - **Needs** of Hispanic people in your area (physical, spiritual, etc)...

- ♦Organizations, agencies or churches working with Hispanics.
 - Find out who is doing what, and why, and how it is working!
- ♦Observations of people in your church, community, schools, and elsewhere.
 - Get as many perspectives as possible to understand the needs!
- ♦Opportunities that your church could uniquely or quickly address.
 - Make a list of specific needs that your church could meet soon!
 - Practical needs (housing, food, clothing, language, etc)
 - Spiritual needs (prayer, counseling, parenting, marriage, etc)

C - **Data & information** about Hispanic people and needs (statistics, surveys)...

- ♦Job prospects and projections www.iowaworkforce.org/
 - What's the job outlook for Hispanics in your area?
 - How are Hispanic businesses growing in your area?
 - What is the Hispanic income level, and need for assistance?
 - What can you learn from area Spanish-language newspapers or radio?
- ♦School enrollment information www.iowa.gov/educate/ & <http://nces.ed.gov/>
 - How are your area schools changing?
 - www.iowa.gov/educate/index.php?option=com_content&task=view&id=346&Itemid=299
- ♦Population growth and outlook <http://data.iowadatacenter.org>
 - How will the Hispanic population of your city or county grow?
 - What other census or survey data can you reference?
 - <http://www.seta.iastate.edu/>

Hispanic population <http://data.iowadatacenter.org/datatables/CountyAll/coracehispanic20002005.pdf>

2 – CHALLENGES = what barriers do you face ?

Identify challenges to tackle and specific resources you need to address the opportunities

A - **Language** – do you need bi-lingual people or language materials ?

♦ Can you check with local schools, colleges, agencies, businesses, etc?

Outreach English www.efca.org/international/resources/outreachenglish.html

TESOL www.tesol.org

Rosetta Stone www.rosettastone.com

B - **Resources** – what other skills, finances or resources do you need ?

♦ What specifically do you need ? and when do you need it ?

Issues in Sharing Facilities http://www.efca.org/urban/media/issues_involved_in_sharing_facilities.pdf

Welcoming New Iowans: A Guide for Christians and Churches www.newiowans.com/ and <http://publications.iowa.gov/archive/00002800/01/welcoming%20New%20Iowans-2nd%20Edition.pdf>

Bible studies www.nsresources.com/ & www.etsusa.org/ & www.evangelcube.org & <http://multimin.com/> & www.freedominchrist.com/Catalog/enter.html?target=Spanish.html & www.gnpccb.org & www.awana.org

C - **Attitudes** – do you need to change some attitudes about Hispanics ?

♦ How is your church praying about it? What resources do you need?

Understanding Latin Americans www.cfc.org/radioula.htm Omaha NE 888-526-7551

You Used To Be One: Theology-based immigration policy www.worldmag.com/articles/11730

Biblical Theology of Diversity www.efca.org/urban/media/biblical_theology_of_diversity_outline.pdf

Barna Group www.barna.org "Hispanic" <http://www.barna.org/FlexPage.aspx?Page=Topic&TopicID=24>

D - **People** – what other human resources would help you meet the needs ?

♦ How can you encourage and train people for cross-cultural ministry?

Hispanic Church Planting Guide www.CAMinternational.org 800-366-2264 (highly recommended)

EFCA Central District Hispanic Ministry Strategy Guide www.cd.efca.org/hispanic

EFCA Ethnic Church Planting www.efca.org/planting/media/cp.pdf and www.ethnicharvest.org

EFCA Community Ministry Potential www.efca.org/urban/media/community_ministry.pdf

EFCA Spanish Church Planting www.efca.org/urban/hispanicministries/english/training.html

EFCA Latin American Training Network www.latn.org/ and www.efcaim.org/urban/hispanicministries/

EFCA Church Planting Boot Camp www.efca.org/planting/media/bc_manual_5-2006.pdf

Church Planting Resources www.efca.org/planting/media/leadership_network_resource_guide.pdf

CFCI Short-Term Missions & "Urban Plunge" www.cfc.org/stm.htm & www.cfc.org/brochure.pdf

Iowa Latino Heritage Festival www.latinoheritagefestival.org

3 – STRATEGIES = what steps should you take first ?

Implement step-by-step strategies according to the priorities your team identifies

A – How to increase Hispanic attendance in Anglo churches...

- ◆ Offer sermon translation so they (adults) can hear in their own language
- ◆ Add Spanish words and music and prayers to your worship time & Powerpoint
- ◆ Start a Spanish-speaking or multi-lingual adult class or small group Bible study
- ◆ Provide transportation to your children's ministry activities
- ◆ Provide camp scholarships to Latino Camp at Hidden Acres
- ◆ Host outreach events, such as "free food fairs" with family activities, music, etc
- ◆ Start a soccer team or league in your church, neighborhood or city
- ◆ Other ideas:

B – How to develop ministries to reach out to Hispanics...

- ◆ Start a Spanish-speaking department or church-within-a-church or kids ministry
- ◆ Offer ESL or SSL classes at your church or elsewhere
- ◆ Offer marriage or parenting or finance classes at your church or elsewhere
- ◆ Work with local charitable or service organizations that can help meet needs
- ◆ Assist or lend resources to sports or youth organizations (soccer, scouts, etc)
- ◆ Start a food pantry or 'free store' for clothing and other household needs
- ◆ Other ideas:

C – How to plant new Hispanic churches...

- ◆ Provide your facilities and other resources to a Spanish-speaking church plant
- ◆ Or start a "church-within-a-church" to provide supervision and support
- ◆ Structure your worship and class times to share facilities, resources, staff, etc
- ◆ Or provide facilities, finances, personnel, to help plant a new off-site church
- ◆ Other ideas:

D - Supporting district-wide ministries...

- ◆ **Family Camp** = www.hacamps.org/retreats/hispanic.htm
 - Provide financial or human resources for this annual event
 - Make sure someone from your church attends or assists
 - Distribute publicity to other churches and businesses
- ◆ **Hispanic Ministries Summit**
 - Participate in this forum to share information and experiences
 - Contact the Central District office for details on the next Summit
- ◆ **District Hispanic Ministries**
 - Provide finances, prayer, personnel and other assistance for the EFCA staff person directing Central District Hispanic ministries and support the needs of other EFCA churches and ministries to Hispanics going on around the district
 - Donate online at <http://www.cd.efca.org/donations/index.html>

4 – EVALUATION = keep praying, talking, and working as you build on your foundation
Involve more people as you evaluate your progress and keep trying new approaches

A - **Look** at opportunities, challenges, strategies from different perspectives.

- ♦How does your church as a whole see what's going on with Hispanic ministry? Your community? Your target groups? Other ethnic groups? Other churches?
- ♦What does God think about what you're doing or not doing?
- ♦What do Hispanics really think about your church or ministry efforts?

B - **Consider** what it would look like if you tried something different.

- ♦Realize it will take a long time and requires working from different directions.
- ♦Involve more and more people (both Anglos and Hispanics) with new ideas.
- ♦Start small or with a narrow focus, utilize and empower people as they surface.

C - **Talk** with other people, organizations & churches for different approaches.

- ♦Get out of your comfort zone to connect with others who care about Hispanics.
- ♦Be willing to try new things, be willing to fail, but equip your people to succeed.
- ♦Realize that it takes time to build trust, relationships, and personal growth.

D - **Support** other district activities to learn and encourage more outreach.

- ♦Especially if your church is not in a position to become actively involved in your own area, or if you need more time to develop resources and strategies.
- ♦Your support of other projects will jump-start your own ministry learning curve.

E - **Pray & plan** on a continual basis, to re-focus your activities and objectives.

- ♦Gather interested people and leaders in your church for feedback sessions.
- ♦Make sure you are utilizing your resources and meeting the needs of people.
- ♦Be willing to cultivate, plant, and water, as well as harvest.

5 – MORE RESOURCES

Investigate these links, tools, articles, books, etc in addition to the others listed above

Hispanic ministry in the EFCA

Hispanic Camp – weekend for families http://www.efca.org/today/media/06win_radar.pdf
Adding Salsa to the Table <http://www.efca.org/today/media/2004-winter-7-among.pdf> (pp 3-4)
Adding Salsa to the Table: Reaching out to Latinos, audio CDs by Alex Mandes www.nsresources.com/
Que Pasa: What's happenin' Hispanic ministry http://efcaim.org/today/media/06sum_breakthrough.pdf p2
Gateway EFC <http://www.efca.org> – Extension Theological Training

Mission and outreach in the EFCA

EFCA Leading Edge Volume 7 Number 4 – April 2006 “Biblical Pattern of Diversity”
Diversity Change www.efca.org/urban/media/are%20you%20a%20diversity%20change%20agent.pdf
Heart For The Often Forgotten People www.efca.org/urban/media/often_forgotten.pdf
Compassion and the Poor www.efca.org/urban/media/compassion_and_the_poor_bible_study.pdf
Mission & Evangelism www.efca.org/health/media/leading_edge_6_1_mission_and_evangelism.pdf
Evangelistic & Missional Church www.efca.org/health/media/ev_prac_of_mis_ch_fall_06.pdf

Healthy churches in the EFCA

10 Leading Indicators of a Healthy Church www.efca.org/health/media/tli_jan_07_color_logo.pdf
10 Leading Indicators – Resources www.efca.org/health/leading/resources.html (see “church planting”)
EFCA Church Health resources www.efca.org/health/
Embrace Change www.efca.org/health/checkup/change.html (download as PDF)

Other church planting resources

Center for Intercultural Training <http://www.cit-online.org>
Church Planting Resources www.redeemer2.com/rcpc/rcpc/index.cfm?fuseaction=resources
Esperanza USA <http://www.esperanza.us/site/pp.asp?c=6nJGLONiGiF&b=2222531>
A Guide for Citizens & Communities www.bcs.uni.edu/icili/PDFDocument/WelcomeNewlowans.pdf
The Charitable Choice Handbook <http://downloads.weblogger.com/gems/cpj/CCHandbook.pdf>
MultiCultural Toolkit www.awesomelibrary.org/Classroom/Social_Studies/Multicultural/Multicultural.html
World Impact www.worldimpact.org
Leadership Network www.leadnet.org (browse “church planting resources”)

Publishers & other publications

CAM International bookstore <http://www.libroscpc.com>
Equipping The Saints www.etsusa.org 540-234-6222
Multi-Language Media, Inc www.multilanguage.com
Mensaje De Vida www.mensajedevida.com
Desiring God www.desiringgod.org/Search/?search=spanish&submit.x=10&submit.y=6

Being Latino in Christ – Finding wholeness in your ethnic identity, by Orlando Crespo, InterVarsity
One Body, One Spirit – principles of successful multi-racial churches, by George Yancey
The Hispanic Challenge – Opportunities confronting the church, by Manuel Ortiz, InterVarsity
One New People: models for developing a multiethnic church, by Manuel Ortiz
Harvest of Empire: A History of Latinos in America, by Juan Gonzalez
Planting Churches Cross-Culturally: North America and Beyond, by David Hesselgrave
Hispanics building bridges with Anglos <http://www.christianitytoday.com/ct/2006/september/31.82.html>
Cross-Cultural Servanthood, by Duane Elmer, InterVaasity
Cross-Cultural Conflict, by Duane Elmer, InterVaasity

Please let us know about other useful literature, organizations, and websites office@efcacentral.org

6 – FACTS & FIGURES

Information that may fuel your fervor for multi-cultural outreach and prayer

Hispanics Lead U.S. Population Growth

Minorities are coming closer to becoming a majority in the United States, with Hispanics as the fastest-growing group, according to recent Census Bureau statistics. Hispanics born as American citizens accounted for more than a third of the population increase in 2005. Hispanics are the largest minority group at 42.7 million. Blacks represented the second-largest minority group, with 39.7 million people. They are followed by Asians (14.4 million), American Indians and Alaska natives (4.5 million), and native Hawaiians and other Pacific islanders (990,000). Census statistics also show that 45 percent of children under age 5 are from a racial or ethnic minority. The overall U.S. population totaled 296.4 million in 2005; 33 percent of that number, or 98 million, were minorities.

A Picture of Poverty in the U.S.

More than 37 million Americans live in poverty. Individuals under 65 earning less than \$9,800 a year are considered poor. The average percentage of those living in poverty by race are: White 8%, African-American 24%, American Indian/Alaska native 24%, Asian 11%, Pacific Islander 13% and Hispanic 22%. (*Newsweek*, September 2005)

Unchurched Numbers Hit 76 Million

One-third of the U.S. adult population—76 million adults—has not attended any type of church service or activity, other than a special event such as a funeral or wedding, during the past six months, according to research from the Barna Group www.barna.org

Hispanic statistics and analysis from national surveys conducted by Barna Research

- One third of Hispanic adults (32%) are born again, compared to 59% of black adults and 48% of whites. (2006) About 3% of Hispanics are classified as “evangelical Christians” (2006)
- Only one in four Hispanic adults (27%) claims to be "absolutely committed" to the Christian faith, significantly below the 65% of blacks and 58% of whites that reported likewise. (2006)
- Hispanics are no different than adults nationwide when it comes to the importance of their faith plays in their daily life. 89% of Hispanics say that their faith is a very important part of their life compared to 85% of adults nationwide. (2006)
- 62% of Hispanics believe that the Bible is totally accurate in all of its teachings, compared to 68% adults nationwide, (2006)
- Like adults nationwide, 37% of Hispanics believe that they have a personal responsibility to share their religious beliefs with other people. (2006)
- 43% of Hispanics believe that when He lived on earth, Jesus Christ was human and committed sins, like other people, statistically identical to 41% of adults nationwide. (2006)
- 69% describe God as the all-knowing, all-powerful Creator of the universe who still rules the world today. (2006)
- 64% of Hispanics believe that Satan is just a symbol of evil and not a real living being (a belief held by 55% of adults nationwide). (2006).
- Hispanics are more likely than the average adult to believe that you can earn your way to Heaven, with 65% of Hispanics believing that if a person is generally good, or does enough good things for others during their life, they will earn a place in Heaven, compared to 54% of adults nationwide. (2006)



Luis Martinez

lmartinez@efcacentral.org

Hispanic Ministries Director

Central District - Evangelical Free Church of America

807 Story Street, PO Box 607, Boone IA 50036

phone 515-432-9175 office 9180 fax or cell 515-298-9650

office@efcacentral.org www.cd.efca.org