



# Report of the Commission for Multicultural Ministries

## Organization

### Steering Committee

The steering committee consists of 24 persons, including four from the African American, American Indian and Alaska Native, Arab and Middle Eastern, Asian and Pacific Islander, Latino, and White membership of this church. The current steering committee members are:

Pr. Corazon G. Aguilar, San Leandro, Calif. (2005)  
Pr. Javier R. Alanis, Austin, Texas (2007)  
Ms. Maxine L. Amos, Lumberton, N.C. (2007)  
Pr. Lawrence J. Clark, Chicago, Ill. (2007)  
Pr. Marysol Diaz Feliciano, Bayamon, Puerto Rico (2003)  
Pr. James K. Echols, Chicago, Ill. (2007)  
Ms. Grace G. El-Yateem, chair, Brooklyn, N.Y. (2007)  
Pr. Khader N. El-Yateem, Brooklyn, N.Y. (2007)  
Mr. Ira B. Frank, Auburn, Wash. (2003)  
Mr. Carlos Alejandro Gonzales, Silver Springs, Md. (2003)  
Ms. Wendy L. Helgemo, secretary, Black River Falls, Wis. (2003)  
Ms. Christine Holler-Dinsmore, Wolf Point, Mont. (2005)  
Pr. Wi Jo Kang, Colorado Springs, Colo. (2007)  
Pr. Rodney C. Maeker, St. Paul, Minn. (2003)  
Mr. Fuad Nijim, Santa Clara, Calif. (2003)  
Mr. Justin M. Oakman, St. Paul, Minn. (2005)  
Mr. John Prabhakar, vice chair, Rochelle, Ill. (2005)  
Ms. Patricia M. Robinson, Philadelphia, Pa. (2005)  
Pr. Jack D. Russell, Albert, Kan. (2007)  
Mr. Daniel N. Solee, Laurel, Md. (2003)  
Ms. Muna Tarazi, Troy, Mich. (2003)  
Ms. Saitong Urramporn, Woodridge, Ill. (2003)  
Ms. Denise E. Vasquez-Ortiz, Chicago, Ill. (2007)  
Pr. Beth Marie Warpmaeker, Houston, Texas (2003)

### Advisors

Pr. Kathie Bender Schwich, executive assistant to the presiding bishop and director, Department for Synodical Relations  
Ms. Joanne Chadwick, executive director, Commission for Women

### Ethnic Association Presidents

African American Lutheran Association: Ms. Annette Sample  
American Indian and Alaska Native Lutheran Association: Mr. Larry Thiele  
Association of Lutherans of Arab and Middle Eastern Heritage: Ms. Grace G. El-Yateem  
Association of Asians and Pacific Islanders: Pr. Peter Wang  
Asociacion Luterana de Ministerios Latinos de la IELA: Pr. Carlos E. Paiva

### Executive Staff

Executive Director: Pr. Frederick E. N. Rajan  
Associate Executive Director: Ms. Rosemary Dyson  
Director for Administration: Ms. Carmen Villalón  
Director for Racial Justice Ministries: Ms. D. Christine May

Director for African American Ministries: Pr. Julius Carroll  
Director for American Indian and Alaska Native Ministries: Ms. Marilyn M. Sorenson  
Director for Asian and Pacific Islander Ministries: Pr. Pongsak Limthongviratn  
Director for Latino Ministries: Ms. Carmen M. Rodriguez Rivera  
Consultant for Arab and Middle Eastern Ministries: Pr. Bassam J. Abdallah

## Constitutional Responsibilities

The purpose of this commission is to assist this church in working toward the goal of full partnership and participation of African American, American Indian and Alaska Native, Arab and Middle Eastern, Asian and Pacific Islander, and Latino people in the life of this church. The constitutional mandate of this commission is defined in continuing resolution 16.22.A00. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

## Report of Work for 2001-2003

American Indian and Alaska Native Family Summer Camp. Approximately 60 people participated in this camp held near Waubay, S.D.

### African Ministry Consultation

The first consultation with African immigrants in the ELCA was organized to strengthen the ministry with the growing African immigrant population.

### Asian Lutheran International Conference (ALIC)

This conference convened in 2001 in Thailand under the theme Asian Ministries: Challenges and Opportunities. This conference brought together 110 participants from 19 countries to explore and reflect on the theme.

### Guidebook on Ministry with Asians in Anglo Congregations

Seventy-five percent of the Asian members in the ELCA are in predominantly White congregations. This guidebook was developed to strengthen the ministry with Asians.

### Arabic Resources

*Lutheran Basics* and *Luther's Small Catechism* were published in modern Arabic in partnership with the Division for Congregational Ministries.

## **Response to September 11**

In response to September 11, 2001, eight bulletin inserts were produced and distributed to all ELCA congregations in partnership with the eight ELCA seminaries.

## **Multicultural Mission Institute**

The largest gathering of people of color in the ELCA was held November 2002 in Atlanta, Ga.

## **Multicultural Music Festival**

The first music festival celebrating the Christian musical traditions from the various ethnic communities in the ELCA was celebrated in June 2002 in St. Paul, Minn.

## **Anti-Racism Training**

The day and a half anti-racism training has been completed by 95 percent of the churchwide staff, 95 percent of the Church Council, and 80 percent of ELCA bishops. Twenty percent of the churchwide staff has participated in the four-day advanced training. In addition, 35 synod teams have participated in the anti-racism facilitator's training.

## **CARE Partners**

CARE stands for Communion Agreement Racial Ethnic Partners. Under CARE, the staff of the Commission for Multicultural Ministries has established a close working relationship with our counterparts in the United Church of Christ, Presbyterian Church (U.S.A.), and the Reformed Church in America, and began steps toward sharing printed and visual resources, holding joint ethnic-specific and multicultural events, and planning educational programs.

## **International Network Forum on Multicultural Ministry**

This commission was instrumental in organizing this international network by the World Council of Churches. The staff actively participated in strengthening the working relationship with churches that are involved in anti-racism and multicultural ministry efforts around the world.

## **Major Program Directions for 2003-2005**

### **African American Ministry Strategy and Arab and Middle Eastern Ministry Strategy**

In consultation with the African American and Arab and Middle Eastern communities, two strategies will be developed to strengthen the ELCA's ministry among these communities.

## **Implementation of the Ethnic Specific and Multicultural Strategies**

This commission will participate actively in implementing the Multicultural Mission Strategy (1991), American Indian and Alaska Native Strategic Plan (1999), the Asian and Pacific Islander Strategic Plan (2001), and the Latino Ministry Strategy (2001).

## **Transracial Adoption Ministry**

With the increase of adoption of children from various cultures, the ELCA is attempting to develop a program that addresses the needs of transracial families formed through adoption.

## **Multicultural Gathering**

In 2004, we will organize a biennial gathering that will combine the five ethnic association assemblies and the salient features of the Multicultural Mission Institute and the Multicultural Music Festival.

## **Diversity Training**

The commission plans to develop a diversity training program that will assist congregations in addressing the increase of racial and ethnic diversity. This program will help ELCA members to understand and appreciate people of different races and cultures.

## **Internalized Racial Oppression and Internalized White Superiority Projects**

Two new complementary projects, internalized racial oppression workshops for people of color, and internalized White superiority workshops for White people, will be developed and offered in this church. These two projects will complement the ongoing anti-racism ministry of this church.

COMMISSION FOR MULTICULTURAL MINISTRIES

Grace El-Yateem, *chair*

Frederick E. N. Rajan, *executive director*