

BEYOND *the*
WELCOME:

Churches Responding to
the Immigrant Reality in Canada

**RESOURCE
TOOLKIT**

Introduction

Beyond the Welcome Resource Toolkit

During the early days of 2011, we began the search for resource tools that would be available for local congregations to use. Included in this toolkit are the resources we discovered. It is not an exhaustive list, but it gives you a place to begin your *Beyond the Welcome* journey. If you know of additional tools that we can add to this toolkit, please send your recommendations to canadianprograms@worldvision.ca. We will review these tools and may add them to our online *Beyond the Welcome Resource Toolkit*.

In the last pages of the toolkit, you will find local ministries and organizations whose mandate it is to serve new immigrants in your community. Connect with them to see how you can support their work in the community. If you know of additional resources that we can add to this toolkit, please send your recommendations to canadianprograms@worldvision.ca.

The *Beyond the Welcome Resource Toolkit* was developed by Bill van Geest from Touchstone Consulting and W. Clayton Rowe from World Vision Canada.



Table of Contents

	Element	Tool	Page
Corporate Worship	Worshipping Community	Worship Resources	4
		Incorporating new Immigrants in Worship	5
		Use the arts to highlight immigrant experiences	5
	Preaching & Teaching	Biblical frameworks for new immigrant and refugee ministry	6
		Scriptures on Welcoming New Immigrants	6
		Reading Resources	6
		Small group discussions and Bible studies	7
	Prayer	Tools for a congregational prayer plan	8
Resources for a global perspective		8	
Congregational Programs	Program Planning	Resources for Conducting a Community Assessment	9
		Research on New Immigrant, Refugee and Poverty Issues	9
	Church Programs	Hosting a Cultural Dinner	10
		Intentionally Inviting Others	10
		Small Group Book Study	10
	Community Programs	Practical Ways to Assist Newly-Arriving Immigrants	11
		New Immigrant Resource Guide/Welcome Package	12
		Programs to Offer New Immigrants	12
		Partnering with those Doing it	12
		Resources for Refugee Sponsorship	13
Leadership & Governance	Mandate (Values, Mission and Vision)	Assess Your Values, Mission and Vision Statement	14
		Principles for developing a multi-cultural church	14
	Budget	Asse your Annual Budget	14
	Leadership Development	Reading resource on multi-cultural leadership	15
Challenging our cultural assumptions		15	
Annexes	One	Examples of Poetry from the New Immigrant Experience	16
	Two	A Biblical Theological Framework	18
	Three	Scriptures on Welcoming New Immigrants	19
	Four	The Responding Church Leaders Network	22
	Five	Community Organizations that Support New Immigrants	23

Congregational Worship

Worshipping Community

Worship Resources on New Immigrant Issues and Concerns

Christian World Service (www.cws.org.nz): Look under the resource section and click on “Churches.”

Synopsis: This website hosts information on World Refugee Day (June), Peace Sunday (August), and World Food Day (October), World AIDS’ Day (December).

International Day for the Persecuted Church (www.idop.ca): Here you will find a number of resources relating to persecuted Christians around the world. This day is held in November each year.

Synopsis: This is the plea of persecuted Christians around the world. Today, around the world, over 200 million are suffering for their faith in Jesus Christ. Each year, Canadians join with Christians in over 130 countries to stand in prayer with our suffering sisters and brothers for the International Day of Prayer for the Persecuted Church (IDOP).

Refugee Highway (www.refugeehighway.net): Under the Resource tab, you will a number of tools to help you honour refugees around the world.

Synopsis: World Refugee Day is celebrated each year on June 20. It is a day to remember the millions of people who have been uprooted from their homes by war, persecution and violence. Many remain fearful of the future. Often living precariously in refugee camps, the average stay for refugees in camps is now 17 years. Some grow up only knowing life in the camps, but they hold close to them stories of their homeland and injustices they experienced. Less than 1% of refugees are resettled in another country.

Note: A number of the web resources above also contain tools which can help you within the categories of Preaching & Teaching and Prayer.

Congregational Worship

Worshipping Community (Continued)

Incorporating new immigrants and their cultures into worship

Besides including a couple of special Sundays into your church calendar, be sure to incorporate elements of diversity into worship on an ongoing basis. This is best accomplished by an intentional, written planning process. Develop a planning process with specific goals to continually incorporate new immigrant worship, music and liturgies.

Planning considerations:

- **Recruit** representatives of immigrant communities into your planning committee
- **Request** immigrants to bring music, liturgies, instruments and other worship ideas to the planning effort
- **Include** a diversity of people within your worship service leadership

Use the arts to highlight immigrant experiences and cultural diversity

The arts are a visual way to impact your worship experience. Arts such as drawings, paintings, poetry, writing, dance, drama and photography will illuminate the immigrant experience. This is a wonderful way to build community among different immigrant and cultural groups.

Consider asking groups from your neighbourhood to participate in your worship services (i.e. cultural dance).

Included in **Annex 1**, you will find a couple of examples of poetry and a photograph from some new immigrant friends who have shared their experiences with us.

Congregational Worship

Preaching & Teaching

Biblical frameworks for new immigrant and refugee ministry

1. In **Annex 2**, you will find an article entitled *A Biblical Theological Framework for integrating new immigrants into local churches* written by Shiao Chong, a Christian Reformed Chaplain at York University in Toronto. Listen to one new immigrant’s experience as he shares a biblical framework for moving *Beyond the Welcome*.

Synopsis: An introduction to the early church’s dealings with cultural diversity, emphasizing that all nations, language groups and ethnicities have a share in the body of Christ.

2. Ureach Toronto (www.ureachtoronto.com) – Click under refugee ministries and look for an article entitled *A Biblical Mandate for Refugee Ministries: Beginning the Discussion*.

Synopsis: God calls the church to deep levels of engagement with refugees and new immigrants that ultimately reveal his heart of compassion for vulnerable people. God desires for believers to live in right relationship with the “other,” and within His design for creation is embedded both unity and diversity. Through his self-giving love, God invites broken humanity into his embrace.

Scriptures on Welcoming New Immigrants

In **Annex 3**, you will discover a list of key Scripture texts dealing with God’s love of diversity and His call to believers to welcome and show compassion to “the stranger.”

Reading Resources

Listed below are a couple of classic Christian books dealing with the theme of reaching out and engaging with a variety of cultural and worldviews.

- Hauwerwas, Stan and William Willimon. *Resident Aliens: Life in the Christian Colony*. Nashville: Abingdon Press, 1989.
- Newbigin, Lesslie. *Foolishness to the Greeks: The Gospel and Western Culture*. Grand Rapids: Eerdmans, 1986.
- Newbigin, Lesslie. *The Gospel in a Pluralist Society*. Grand Rapids: Eerdmans, 1989.

Congregational Worship

Preaching & Teaching (Continued)

Small group discussions and Bible studies

A local congregation might consider hosting a small group discussion or Bible study on the topic of welcoming new immigrants, embracing diversity or even discussion the topic of racism. Below you will find some examples of studies available to local churches.

Anglican Diocese of Toronto (www.toronto.anglican.ca) – *Bible Study on Embracing Diversity*

Look under the resource section and click on Multi-Cultural/Anti-Racism Resources. At the bottom of the page, you will find a four-part Bible study entitled *Embracing Diversity Bible Study*. This is a free resource.

Synopsis: These Bible studies are intended for use by any group who would like to engage in dialogue on biblical themes that relate to issues of inclusiveness and diversity in the church. They are also useful for individuals who are involved with multicultural mission and ministry.

Canadian Council of Churches (www.councilofchurches.ca) – *Studies Responding to Racism*

Click on the resource tab and scroll down until you find two studies on this site: **From Chains to Freedom: Journeying Towards Reconciliation** and **For God So Loved the People of the World**.

Synopsis: From Chains to Freedom – Created to commemorate the 150th anniversary of the abolition of the slave trade by the British, this package of materials deals with the slave trade and the practice of slavery in Canada. Valuable for parishes, congregations and study groups, it includes worship materials, biblical reflection, educational materials, children's resources and much more.

Synopsis: For God So Loved the People of the World - This kit is the fruit of five years of learning, reflecting and acting together in the Canadian Ecumenical Anti-Racism Network, representing our first attempt to jointly lift up the importance of anti-racism ministry in the member churches of the Canadian Council of Churches. The contributors of this resource kit come from a variety of traditions; each of them has worked from the heart, offering their knowledge and expertise. The title of this resource, *For God So Loved the People of the World* comes from one of the lectionary texts, John 3:16. As we compared versions and translations of the text, we settled on this phrase from the Chinese *Kuo-yu* Bible, an ecumenical translation developed in the 1930s and still used in most Chinese congregations. Open the link above to download the resource or order a print copy of the resource by emailing the Canadian Council of Churches at order@councilofchurches.ca. A contribution of \$10 per copy is requested.

Congregational Worship

Prayer

Tools for a congregational prayer plan

At www.prayerguide.org.uk, we discovered a simple, written prayer plan. As the website authors suggest:

A Prayer Strategy is typically a short document, possibly only with a few bullet points, that outlines how a church plans to develop its prayer life, and ensure that prayer needs are adequately covered. It is best formed by a church council or leadership team, arising from a review of the prayer life of the church. Like any strategy, it will need to have people identified who will be responsible for ensuring that required action happens.

An example of a Prayer Plan

- In the first worship service of every month, we will pray for one organization that works with new immigrants in our neighbourhood.
- We will intentionally seek prayer requests from the largest cultural groups in our congregation in our weekly pastoral prayer.
- We will share stories of answered prayers within our church newsletter and bulletin.

Resources for a global perspective

Most organizations that your congregation or denomination supports are great resources for prayer requests. You might also want to consider consulting the following resource:

- **World Vision Canada** (www.worldvision.ca): Look under “Get Involved” and click on “Responding Church Network.” See **Annex 4** for an overview of resources for your church on becoming a world Christian.

Congregational Programs

Programming Planning

Resources for Conducting a Community Assessment

Outreach Canada (www.outreach.ca) can provide you with latest statistics from StatsCan.

Synopsis: Using Statistics Canada data on the population within your community, Outreach Canada develops an in-depth Community Profile of your church's neighbourhood. This material is valuable for ministry planners who want to effectively impact the people surrounding their church.

Diaconal Ministries Canada (www.diaconalministries.com) can provide you with downloadable tools for conducting a Community Opportunity Scan. This is a free service.

Synopsis: Diaconal Ministries Canada has developed a useful guide to assessing your community's needs using their Community Opportunities Scan. A church that is ready to view its relationship with its neighbours in new ways will find that this process opens doors to exciting possibilities. A Community Opportunity Scan is a process of discovery. It will not only identify needs, it will also affirm the unique gifts and assets in the community and in the church.

World Vision Canadian Programs conducts regular community assessment and project design training in Vancouver, Toronto and Montreal through its LEAP workshops. Christian non-profits and churches, in a partnership journey with World Vision, can attend this training free of charge.

Synopsis: LEAP is a series of intensive workshops that equip ministries to improve the quality and efficiency of their service to the community, including new immigrants. These "hands-on" activities focus on learning new tools and creating action plans that are specifically tailored to your context.

Research on New Immigrant, Refugee and Poverty Issues

World Vision Canadian Programs (www.worldvision.ca): World Vision has commissioned current research on issues related to child poverty in Canada. Please see the Canadian Programs' webpages for public resources that can be downloaded at no cost.

Citizens for Public Justice (CPJ) (www.cpj.ca): Click on the Diversity and Newcomer Issues tab for more research on the new immigrant experience.

Congregational Programs

Church Programs (Primarily Serving the Congregation)

Most of us are familiar with St. Francis' dictum "Preach the Gospel always, use words if necessary." This is as true inside the church as outside the church. Below are a couple of ideas to strengthen the cultural bonds inside your church family.

a) Host a Cultural Dinner

Working with one of the cultural groups in your congregation, host a cultural dinner where people can share their experiences of coming to Canada. Consider having the food catered by a local restaurant run by newcomers to Canada.

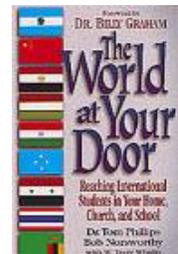
b) Intentionally Invite Others

Show hospitality in your church family by intentionally inviting your new immigrant families into your established groups. If you are new to Canada, do you understand words like "potluck dinner," "bowling," "fellowship time following the service?"

c) Organize a Small Group Book Study

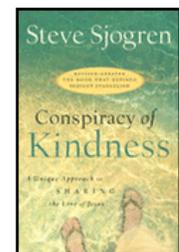
Consider encouraging a group from within your church to study one of the following two books.

1. Friendship Evangelism: Friendship is at the heart of cross-cultural ministry. Time spent talking together, or opening your home to share a cup of coffee are wonderfully simple ways to begin a relationship.



The World at Your Door, by Dr. Tom Phillips and Bob Norsworthy, President and Vice-President respectfully, of Ministries for International Students. (© Bethany House Publishers, 1997.)

2. Servant Evangelism (www.conspiracyofkindness.com): Steve Sjogren's *Conspiracy of Kindness* enables every Christian to become an effective evangelist by demonstrating with teaching, example and testimony how unassuming acts of kindness convince people of the love of God more persuasively than words.



3. Ministering Cross-Culturally: In *Ministering Cross-Culturally*, the authors demonstrate that Jesus needed to learn and understand the culture in which he lived before he could undertake his public ministry. The authors examine how this can help us better understand what it means to establish relationships of grace with those from different cultural and social backgrounds. *Cross-Culturally: An Incarnational Model for Personal Relationships*, by Marvin K. Mayers and Sherwood G. Lingenfelter, (Baker Publishing Group, October, 2003).

Congregational Programs

Community Programs (Primarily Serving the Community)

Practical Ways to Assist Newly-Arriving Immigrants

There are numerous ways we can assist new immigrants. Below are some practical suggestions. Be careful about assuming what new immigrants know or do not know. Before teaching Canadian customs to immigrants, for example, it is often helpful to first ask them about their own cultural experience or knowledge in the area.

- **Offer** to escort them to government offices
- **Help** them locate safe and affordable housing
- **Research** grocery stores that specialize in ethnic food. Assist newcomers with transportation to the store, if necessary. Allow them to prepare food for you from their country.
- **Explain** how our banks work and introduce them to the local bank manager
- **Donate** gifts cards so that newcomer families can shop at a local grocery store
- **Invite** them to your favourite coffee shop
- **Provide** information for free or inexpensive activities for children
- **Collect** idioms and help them interpret their meanings
- **Spend time** in conversation with them. Ask about their country. Let them talk about their ideas, needs, and fears.
- **Introduce** them to your neighbours (but be cautious about 'hugging' and other friendly, but familiar, touching which may be uncomfortable or inappropriate in their culture)
- **Extend** an invitation to them to attend family outings, including a tour of the local library
- **Locate** a local after-school club that tutors children

Congregational Programs

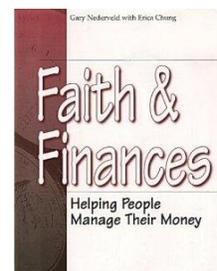
Community Programs (Continued)

New Immigrant Resource Guide/Welcome Package

One church has put together a welcome basket that is delivered to new neighbours in the community. It includes a new immigrant resource guide. See **Annex 5** for a sample of a Resource Guide you can develop for your new neighbourhood.

Programs to Offer New Immigrants

1. Helping People Manage Money: For a useful guide to helping people manage money from a Christian perspective, see *Faith & Finances* by Gary Nederveld with Erica Chung, CRC Publications, Grand Rapids, Michigan, 2000. This book is currently available from www.amazon.ca.



Synopsis: As the book's cover reads, "This [program] is designed to help...leaders in churches or faith-based organizations work with those in the church and community who are struggling to manage their money. Its goal is to provide participants with a biblical foundation for stewardship, basic information about our economic systems [and] practical money management skills. The ten sessions are organized into four modules, complete with transparency masters and reproducible handouts. Materials are designed to be used in a group setting or in a one-on-one mentoring situation."

2. English as a second language (www.missionaryresources.com): Look under Teaching English and you will discover a number of curricula and resources to help your church offer English language assistance to the people of your community.

3. Conversational English Café (www.fairviewmbenglishcafe.blogspot.com): Check out the experience of one church in Ontario as they offer a conversational English café for people in the neighbourhood.

Partnering With Those Doing The Work

Sometimes the most strategic decision for a church is to partner with those already involved with ministry to new immigrants and refugees. Consider offering monthly financial support and volunteers to support either a Christian or community-run non-profit agency. In the **Annex 5** of this resource toolkit, you will find a resource list of ministries and agencies.

Congregational Programs

Resources for Refugee Sponsorship

1. Government of Canada (www.cic.gc.ca): Citizenship and Immigration Canada offers training for private sponsorship groups to sponsor refugees through the Refugee Sponsorship Training Program. The department's website also offers a downloadable document called the "Sponsoring Group Handbook." The handbook emphasizes the "hands-on" work of helping newcomers settle and deals with the following topics: group formation, sponsorship processing, cross-cultural communication, sponsor/newcomer relations, contact with settlement agencies, refugee reception and orientation, financial support, and life-skills training, employment, and education.

2. Christie Refugee Welcome Centre (www.christiestreetrc.com): Christie Refugee Welcome Centre (CRWC) helps to facilitate the sponsorship of refugees by working with churches willing to act as sponsors for a period of twelve months or less from the time refugees arrive in Canada.

Note: Check with your denominational leadership to discover whether they can help with sponsoring a refugee family.

Leadership & Governance

Mandate (Values, Mission and Vision)

Assess your values, mission and vision statement by answering the following questions:

1. Do these statements reflect a biblical understanding of welcome for all people?
2. Are these statements written in such a way that external audiences (i.e. non-Christians, New Immigrants) would understand their meaning?
3. Does your vision statement inspire your congregation to move *Beyond the Welcome* for New Immigrants?

Principles for developing a multi-cultural church

Most realize that the decision to embrace the ideals of a multi-cultural church brings many challenges. One of the best Canadian resources we discovered is from the Free Methodist Church of Canada.

Free Methodist Church of Canada (www.fmc-canada.org): Several articles and resources on multi-cultural churches can be found by visiting the tab for intercultural ministries.

Synopsis: Principles for Developing a Multicultural Church is a guide book intended for “those persons who sense God is calling [them] to do [their] part in creating multicultural communities of the King here on earth.” The guide book’s goal is to serve as an introduction for those seeking to develop multicultural congregations, and it deals with the following questions: *What is a multicultural church? What are the existing models of intercultural, ethnic churches? How does a church transition to multicultural? How should multicultural churches be planted?*

Budget

Assess your annual budget by answering the following questions:

1. What % of your annual budget supports your congregational programs to New Immigrants both inside and outside the church?
2. What % of your annual budget should be set aside to address the needs and aspirations of New Immigrants?
3. If you had an additional \$2,000 a year for New Immigrant ministries how would you use it?
4. Do you have individuals in you congregation who would be inspired to donate beyond their regular financial contributions to meet the needs and aspirations of New Immigrants?

Leadership & Governance

Leadership Development

Reading resource on multi-cultural leadership

Synopsis: *The Multicultural Leader: Developing a Catholic Personality* by Dan Sheffield is intended as a resource and training tool for multicultural ministry practitioners and other professional Christians working in an urban ministry context. Missiologist Dan Sheffield draws from various disciplines to develop a profile of the leadership necessary to initiate and sustain the multicultural congregation. He concludes that leaders in multi-ethnic congregations must move through a personal development process from ethnocentrism to ethnorelativism in order to truly serve as enablers of multicultural congregations. It is available from Amazon or the Free Methodist Church in Canada at www.fmcic.ca.

Challenging our cultural assumptions

Center for Cultural Intelligence (www.cultural1.com): Assessing and moving beyond our cultural comfort zones is challenging. The Centre for Cultural Intelligence offers resources, including self-assessments and resources to help your leadership to increase their capacity to welcome others.

Synopsis: All of us bring assumptions when encountering people from different cultures. Cultural Intelligence (CQ) is a way to measure how effectively we interact with people from cultures different than our own. Cultural intelligence testing and training is available through various books and online resources. CQ offers those who work with new immigrants ways to recognize their own cultural assumptions, as well as provides ways to relate respectfully to those of other cultures.

Note: David Livermore, theologian and professor of intercultural studies, has written extensively on the subject. *Cultural Intelligence: Improving Your CQ to Engage Our Multicultural World* (available from Amazon).

Annex One

Examples of Poetry from the New Immigrant Experience

I am a Tree

By Christopher Ortiz

I am from there; you know, that place,
The one called home. Yet my home is here.
The place one lives, and where one's from,
Do they reflect who one's become?
But I am me, who else could I be?

A mango tree, why does it grow here;
A place so cold that only pines keep it company.
It's out of place, yet it still produces fruit.
As seasons pass the mango tree stays strong,
Against all odds it grows and lays down root.

I am that tree, that tree is me.
From far away I was conceived, but now I'm here.
The frost at night sends shivers down my trunk.
I do not mind, for this is home.
I am not like them, they have no leaves.
Yet we are the same; we all are trees.

One day I see, yes, what is that I see?
A mango tree, next to me? How can that be?
I thought I was alone, but now I see;
There is a place where mangos grow, that place was my home.
This mango tree does not recognize me.
I wonder why as I inspect my limbs;
They tell the story of whom I have become.
I see pine cones and mangos side by side.
That's why that tree stared so blankly at me.

What am I now, a mango or a pine?
I am me; a tree, that's all I need to be.

Retreating Light

By Erin Chan

Call no place my home,
For my home is not sturdy,
My home is in me,
My home is my feet.

As we leave our mark by the weight on our shoulders
It seeps through my fingers, through and through
I sink, I sink
Into grains of sand only
To be swept away by hot breeze.

The new formed callouses
Desensitizing
My surroundings -- foreign to me
Home imbedded within
Numb and covered with distance
No-man's-land is where I stand.

My Lord, My God
The world sees,
A clan of bees,
Meet death and drop like flies.
My Lord, My God
Please do not tire of us
Do not tire of us.

Inspired by the documentary *God Grew Tired of Us*

Annex Two

A Biblical Theological Framework for integrating new immigrants into local churches

By Rev. Shiao Chong, Christian Reformed Campus Chaplain serving at York University, Toronto, ON

Dealing with Diversity: Never Easy, Always Required

This toolkit is based on a premise that *integrating new immigrants into the local church community is based on a biblical and theological imperative*. This brief paper seeks to explain why this is so. I will focus here on the experience of the early Christian church as recorded in the New Testament, especially in the book of Acts. The way the early church dealt with the need to accept and integrate numerous cultures into its fold is instructive for us today as we address similar challenges.

In Acts 6, the first sign of cultural tensions arose when “the Hellenists complained against the Hebrews because their widows were being neglected in the daily distribution of food” (Acts 6:1). These Hellenists and their widows were likely diaspora Jews strongly influenced by Greco-Roman culture, and as a consequence, were ‘new immigrants’ to Jerusalem.

The apostles remedied the injustice occurring in the neglect of the Hellenist widows by instructing the church to elect leaders to supervise the food distribution process. The result was that the entire food distribution process to both Hebrews and Hellenists was handed over to the immigrant Hellenists’ leadership. It was an amazing act of redistributing power and of affirming and empowering the immigrant Hellenists’ gifts and leadership. The apostles chose the path of change.

As the number of Gentile Christians grew, especially with Paul’s missionary efforts, further tensions rose within the early church. In Acts 15, the issue was whether Gentile Christians needed to keep the Mosaic Law, or in other words take on Jewish culture, in order to be saved. Peter, based on the vision he saw before he met the Roman centurion, Cornelius, argued that God “has made no distinction between them [i.e. Gentiles] and us [Jews]” (Acts 15:9).

The early church did not consider ethno-specific congregations as an option. In Acts 6, we see evidence that separate religious communities were created for specific cultural or ethnic groups. But in mediating the conflicts between various groups, the Jerusalem Council, as recorded in Acts 15, never entertained separation as an option, but rather looked at the options for creating and maintaining peace in one local church community.

The New Testament record of the early church’s dealings with cross-cultural issues shows that the church always chose diversity over uniformity, never confusing uniformity with the unity of the body of Christ. Marginalized cultural groups were empowered into leadership roles. New arrivals were enfolded into the Christian community, without having to lose their cultural identities.

For the early church, and today's church, obeying this cross-cultural commission is not easy. But Luke, himself a Gentile convert, highlighted God's interventions in the conversions of the Samaritans (Acts 8:4-25), the Ethiopian eunuch (8:26-40), and of Cornelius (Acts 10) to make the point that God wants his church community to be a diverse community.

The Great Commission in Matthew 28 explicitly makes the point that the disciples are to "make [new] disciples of all nations" (v. 19 NIV). The Greek word for "nations" is *ethne*, from where the English words "ethnic" and "ethnicity" are derived. Similarly, Luke records the risen Jesus as commanding that "repentance and forgiveness of sins is to be proclaimed in his name to all nations" (Luke 24:47).

Both of these are commands to be cross-cultural in ministry. It is in the very DNA, so to speak, of Christ's mission to his church, not an optional add-on ministry. From its onset, God's vision for the church is that of Revelation 7:9, where a great multitude from "every nation, tribe, people and language" will stand before the throne and the Lamb.

In summary, we can conclude the following:

- 1. Reaching out to welcome and integrate new immigrants into the local church community is integral, not an add-on option, to the local church's cross-cultural mission of making disciples from all nations.*
- 2. Embracing positive change by creating new structures and redistributing power to combat injustice, and by affirming and recognizing the gifts and leadership of new immigrants are strategies that have early apostolic church and biblical precedence.*
- 3. The early apostolic church's vision of the local church was one of an inter-cultural community. The church reached out to and incorporated all peoples whether Jew or Gentile, of whatever language or cultural group. For the local church today this means that it must intentionally seek to reflect the diversity of the community in which it finds itself.*

Annex Three

Scriptures on Welcoming New Immigrants

Genesis 1:28

And God blessed them. And God said to them, “Be fruitful and multiply and fill the earth and subdue it and have dominion over the fish of the sea and over the birds of the heavens and over every living thing that moves on the earth.”

Leviticus 19:33-34

“When an alien resides with you in your land, you shall not oppress the alien. The alien who resides with you shall be to you as the citizen among you; you shall love the alien as yourself, for you were aliens in the land of Egypt.”

Numbers 15:15-16

For the assembly, there shall be one statute for you and for the stranger who sojourns with you, a statute forever throughout your generations. You and the sojourner shall be alike before the Lord. One law and one rule shall be for you and for the stranger who sojourns with you.

1 Samuel 16:7

But the LORD said to Samuel, “Do not look at his appearance or at his physical stature, because I have refused him. For the LORD does not see as man sees; [a] for man looks at the outward appearance, but the LORD looks at the heart.”

Isaiah 56:6-8

“And the foreigners who join themselves to the Lord, to minister to him, to love the name of the Lord, and to be his servants, everyone who keeps the Sabbath and does not profane it, and holds fast my covenant— these I will bring to my holy mountain, and make them joyful in my house of prayer; their burnt offerings and their sacrifices will be accepted on my altar; for my house shall be called a house of prayer for all peoples.” The Lord God, who gathers the outcasts of Israel, declares, “I will gather yet others to him besides those already gathered.”

Ezekiel 47:22

You shall allot it as an inheritance for yourselves and for the sojourners who reside among you and have had children among you. They shall be to you as native-born children of Israel. With you they shall be allotted an inheritance among the tribes of Israel.

Matthew 25: 37-40

Then the righteous will answer him, “Lord, when was it that we saw you hungry and gave you food, or thirsty and gave you something to drink? And when was it that we saw you a stranger and welcomed you, or naked and gave you clothing? And when was it that we saw you sick or in prison and visited you?” And the king will answer them, “Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.”

Acts 10: 1-43 The story of Peter and Cornelius

Acts 10: 34-35

So Peter opened his mouth and said: “Truly I understand that God shows no partiality, but in every nation anyone who fears him and does what is right is acceptable to him.”

Romans 15:7

Welcome one another, therefore, just as Christ has welcomed you, for the glory of God.

Galatians 3:28

There is neither Jew nor Greek, there is neither slave nor free, there is no male and female, for you are all one in Christ Jesus.

Ephesians 4:2-5

With all humility and gentleness, with patience, bearing with one another in love, eager to maintain the unity of the Spirit in the bond of peace. There is one body and one Spirit—just as you were called to the one hope that belongs to your call—one Lord, one faith, one baptism, one God and Father of all, who is over all and through all and in all.

Colossians 3:11

Here there is not Greek and Jew, circumcised and uncircumcised, barbarian, Scythian, slave, free; but Christ is all, and in all.

I Peter 2:17

Honor all people. Love everyone.

James 2:8 - 9

You do well if you really fulfill the royal law according to the scripture, "You shall love your neighbor as yourself." But if you show partiality, you commit sin and are convicted by the law as transgressors.

James 2:15

If a brother or sister is naked and lacks daily food, and one of you says to them, "Go in peace; keep warm and eat your fill," and yet you do not supply their bodily needs, what is the good of that? So faith by itself, if it has no works, is dead.

James 2:1-26

My brothers, show no partiality as you hold the faith in our Lord Jesus Christ, the Lord of glory. For if a man wearing a gold ring and fine clothing comes into your assembly, and a poor man in shabby clothing also comes in, and if you pay attention to the one who wears the fine clothing and say, "You sit here in a good place," while you say to the poor man, "You stand over there," or, "Sit down at my feet," have you not then made distinctions among yourselves and become judges with evil thoughts? Listen, my beloved brothers, has not God chosen those who are poor in the world to be rich in faith and heirs of the kingdom, which he has promised to those who love him? But you have dishonored the poor man. Are not the rich the ones who oppress you, and the ones who drag you into court? Are they not the ones who blaspheme the honorable name by which you were called? If you really fulfill the royal law according to the Scripture, "You shall love your neighbor as yourself," you are doing well. But if you show partiality, you are committing sin and are convicted by the law as transgressors.

Hebrews 13:2

Do not neglect to show hospitality to strangers, for thereby some have entertained angels unawares.

Revelation 7:9

"After this I looked, and behold, a great multitude that no one could number, from every nation, from all tribes and peoples and languages, standing before the throne and before the Lamb, clothed in white robes, with palm branches in their hands."

Annex Four

The Responding Church Leaders Network

For ongoing support for developing sermon and study topics on global issues, see The Responding Church Leadership Network at www.worldvision.ca/churches.

As a church leader, your leadership role demands a strong commitment as you respond to God's call to the Church to learn to do what is right, seek justice and encourage the oppressed.

To help you succeed, World Vision Canada invites you to be a member of the Responding Church Leaders Network, a program unique in Canada. Registration is free.

As a Responding Church Leader, you will receive the following:

- *World Watch*, a bimonthly e-newsletter with facts and Christian perspectives on global issues that are ideal for use in sermons and church newsletters;
- Periodic email updates informing you of new online resources, designed specifically for Canadian churches;
- Advance notice of opportunities for international experts and authorities on global issues to speak at your church; and
- A complimentary copy of Dave Toyce, President of World Vision Canada's book *The Power of Generosity*, a thank you gift for responding to God's call to serve the poor.

Inspiring and relevant, these ready-to-use Canadian resources will give you fresh ideas to share with your congregation. By using them, you can more effectively create awareness and galvanize response in your church to global poverty.

In addition, churches that join the network will have access to World Vision's ever-expanding library of resources for the Canadian Church that includes the following:

1. Bible studies that help participants understand and apply Scripture's message to address poverty;
2. Easy-to-use facts and statistics about global issues;
3. Downloadable video clips that are highly effective in engaging viewers about issues of poverty;
4. Interactive educational activities that appeal across generations and denominations; and
5. Practical suggestions on how to help a congregation transition from learners to proactive responders.

Annex Five

Community Services that Support New Immigrants

Below you will see a list of resources from the cities of Vancouver, Calgary, Winnipeg, Toronto, Hamilton, Montreal and Halifax. All agencies and organizations are listed in order from **West to East**.

GENERAL INTERCULTURAL ONLINE RESOURCES

Vancouver

Vancouver Refugee Services Alliance www.vrsa.ca/index.php	Portal for links to information and services providing step- by-step assistance for newcomers to Canada
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Winnipeg

Winnipeg Refugee and Settlement Services http://www2.immigratemanitoba.com/browse/agencies/agencies-settle-wpg.html	Manitoba government website with links to many government services and organizations.
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Toronto

TIM (Tyndale Intercultural Ministries) Centre, Tyndale College www.tyndale.ca/tim	A large network of local churches, denominations, and mission organizations providing resources, training, and networking opportunities for intercultural missions for church and mission leaders
UReach Toronto www.ureachtoronto.com	A resource centre for Christians involved in intercultural and refugee ministry in the Greater Toronto Area.
Toronto Refugee and Settlement Services www.settlement.org	Information for refugees across Ontario, offering the following services: <ul style="list-style-type: none"> • English language classes • Settlement agencies • Citizenship classes • Locating services in a specific Ontario city • Housing • Health • Employment • Education • Recreation • Legal services

Toronto (Continued)

<p>211 Toronto www.211toronto.ca</p>	<p>Online resources for the following:</p> <ul style="list-style-type: none"> • Settlement services • Language training • Employment programs • Health programs • Interpretation services • Legal services
<p>Toronto Neighbourhood Centres www.neighbourhoodcentres.ca</p>	<p>An association of community-based, non-profit organizations offering an array of services (including newcomer support, programs, and services) in neighbourhoods across Toronto</p>

Ottawa

<p>Integration-Net http://integration-net.ca/english/infocentre/n-info-n/index.htm</p>	<p>A portal with links and search engines in multiple languages for resources. (based in Ottawa/Carlton)</p>
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1. SETTLEMENT CENTRES AND SERVICES

Vancouver

<p>Cityreach Care Society (The Warehouse) www.cityreach.org</p>	<p>2650 Slocan street Vancouver, BC V5M 1Y8 (604) 253-2489</p>	<ul style="list-style-type: none"> • Food Bank and community kitchen
<p>Inland Refugee Society www.inlandrefugeesociety.ca</p>	<p>#430-411 Dunsmuir Ave. Vancouver, BC V6B 1X4 (778) 328-8888, ext. 26</p>	<ul style="list-style-type: none"> • Settlement needs • Housing referrals • Food bank • English classes
<p>S.O.S. (Settlement Orientation Services) www.dtes.ca/cms/index.cfm?group_id=2963</p>	<p>#430-411 Dunsmuir Ave. Vancouver, BC V6B 1X4 (778) 328-8888</p>	<ul style="list-style-type: none"> • Navigating claimant process • Advocacy • Interpretation • Welfare forms • Legal aid • Adjustment counselling
<p>Immigrant Services Society of B.C. www.issbc.org</p>	<p>501- 333 Terminal Ave. Vancouver, BC V6A 2L7 (604) 684-2561</p>	<ul style="list-style-type: none"> • English • Employment • Initial settlement needs • Youth programs • Women’s programs • Housing

Vancouver (Continued)

Mosaic www.mosaicbc.com/ settlement-services	1720 Grant St., 2 nd floor Vancouver, BC V5L 2Y7 (604) 254-9626	<ul style="list-style-type: none"> • Employment • English • Legal assistance • Cultural connections • Support for refugees • Settlement services for older immigrants 55+
Umoja Operation Compassion Society	10025-136A Street Surrey, BC V3T 4G1	<ul style="list-style-type: none"> • Minimizing culture shock through development, recreation & leadership activities

Abbotsford

Mennonite Central Committee of BC's Refugee Assistance program http://bc.mcc.org/whatwedo/ refugees	31414 Marshall Rd. Abbotsford, BC V2T 3T8 (604) 850-6639	<ul style="list-style-type: none"> • Cooperates with churches to sponsor refugees • Assists refugees already in Canada
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Winnipeg

Altered Minds Inc. http://www.alteredmindsinc.org/ services.html	259 Portage Ave., Unit 400 Winnipeg, MB R3B 2A9 (204) 944-0133	<ul style="list-style-type: none"> • Settlement • Orientation • Language training • Life-skills training
The Immigrant Centre www.icmanitoba.com	100 Adelaide St. Winnipeg, MB R3A 0W2 (204) 943-9158	<ul style="list-style-type: none"> • Documentation assistance • Settlement services • Interpretation and translation • Employment • Education • Language services
Manitoba Interfaith Immigration Council Inc. www.miic.ca	521 Bannatyne Ave. Winnipeg, MB R3A 0E4 (204) 977-1000	<ul style="list-style-type: none"> • Receiving refugees at the airport • Settlement planning • Information about life in Canada • Access and referrals to community services for health, language, employment, education and financial services

Hamilton

St. Joseph Immigrant Women's Centre www.stjosephwomen.on.ca	8 Main St. E. Suite 101 Hamilton, ON L8N 1E8 (905) 529-5209	<ul style="list-style-type: none"> • Language training • Employment • Settlement support • Financial literacy • Life and work skills
Circle of Friends for Newcomers (Hamilton) www.circleoffriends.ca	155 Queen St. N. Hamilton, ON L8R 2V6 (905) 529-1840	<ul style="list-style-type: none"> • English classes • Transportation assistance • Computer and internet access
Diverse Hamilton www.inform.hamilton.ca/ record/HAM1722?UseCICVw=55	360 James St. N., Lower Concourse Hamilton, ON L8L 1H5	Links for various ethnic communities, artists, and youth

Toronto

Across Boundaries www.acrossboundaries.ca	51 Clarkson Ave. Toronto, ON M6E 2T5 (416) 787-3007	Ethnoracial mental health centre
CultureLink Settlement Services www.culturelink.net	2340 Dundas St. W., Suite 301 Toronto, ON M6P 4A9 (416) 588-6288	<ul style="list-style-type: none"> • After school programs • Seniors' programs • Youth programs
Mennonite New Life Centre of Toronto www.mnlct.org	3 locations (2737 Keele St., 1774 Queen St., and 2600 Birchmount Rd.) <i>Main Office:</i> 2737 Keele St. North York, ON M3M 2E9 (647) 776-2057	<ul style="list-style-type: none"> • Supports the practical and emotional needs of refugees and new immigrants • A wide range of programs and services • The emphasis is on the whole family, with particular emphasis on the needs of individual family members in the settlement process
Oasis Dufferin Community Centre www.oasisdufferin.org	1219 Dufferin St. Toronto, ON M6H 4C2 (416) 536-4431	<ul style="list-style-type: none"> • Advocacy • Immigrant information referrals • English/Spanish translation services • Counselling, discipleship, mentoring • Volunteer placement programs and job training programs

Toronto (Continued)

<p>Lighthouse Community Centre www.lighthousecentre.ca</p>	<p>1008 Bathurst St. Toronto, ON M5R 3G7 (416) 535-6262</p>	<ul style="list-style-type: none"> • Counselling • Immigrant settlement • Refugee sponsorship • Programs for children, seniors, and general support • Settlement services in English, Chinese, Vietnamese, and Spanish • The centre is a ministry of the Christian Reformed Church
<p>Skills for Change www.skillsforchange.org</p>	<p>791 St. Clair Ave. W. Toronto, ON M6C 1B7 (416) 658-310</p>	<ul style="list-style-type: none"> • Employment training • Language training • Computer training • Information and settlement services • Mentoring
<p>Polycultural Immigrant and Community Services www.polycultural.org</p>	<p>Many Toronto locations <i>Administrative Office:</i> 56 Aberfoyle Cres., Suite 800 Toronto, ON M8X 2W4 (416) 233-1655</p>	<ul style="list-style-type: none"> • Language learning and skills development • Transition to employment support • Counselling and support services • Community connections (mentoring, HOST program)
<p>Centre for Information and Community Services www.cicscanada.com</p>	<p>Many Toronto locations <i>Head Office:</i> 2330 Midland Ave. Toronto, ON M1S 5G5 (416) 292-7510</p>	<ul style="list-style-type: none"> • Language and training services • Settlement services • HOST services • Employment Services
<p>YMCA Newcomer Services www.ymcagta.org/en/newcomers/index.html</p>	<p>42 Charles St. E. Toronto, ON M4Y 1T4</p>	<ul style="list-style-type: none"> • Newcomer support and settlement services in more than 50 languages • Interactive information sessions • Newcomer information centre • Volunteer opportunities and networking • Employment assistance • Language assessment

Montreal

<p>Service d'éducation et d'intégration interculturelle de Montréal (SEIIM)</p> <p>www.economiesocialemontréal.net/entreprise/840/service-d-education-et-d-integration-interculturelle-de-montreal-seiim</p>	<p>518 rue Beaubien Est Montréal, QC H2S 1S5 (514) 272-6060, poste 204</p>	<p>Formations aux institutions, aux organismes communautaires, aux regroupements ainsi qu'aux entreprises, services de médiation et d'assistance professionnelle en relations interculturelles offerts aux différents milieux.</p>
<p>Montreal City Mission</p> <p>www.montrealcitymission.org</p>	<p>1435 rue City Councillors Montréal, QC H3A 2E4 (514) 844-9128</p>	<p>The Montreal City Mission is part of the United Church of Canada. It helps refugees in downtown Montreal with many services, including information and referrals, transition housing and more</p>
<p>Just Solutions Clinic</p>	<p>1440 St-Alexandre, 3rd floor (Metro McGill or Place-des-Arts) Montreal, QC (514) 844-9128, ext. 201</p>	<p>Support for disadvantaged groups such as refugees and immigrants. Free services include the following:</p> <ul style="list-style-type: none"> • Legal information • Referrals • Accompaniments and advocacy • Assistance with refugee and immigration procedures • Weekly information sessions in English and French on the refugee claimant process
<p>PRAIDA (Programme régional d'accueil et d'intégration des demandeurs d'asile)</p> <p>www.csssdelamontagne.qc.ca/nos-points-de-service/praida-programme-daccueil-et-dintegration-des-demandeurs-dasile/</p>	<p>5700, chemin de la Côte-des-Neiges Montréal, QC H3T 2A8 (514) 731-8531</p>	<p>The PRAIDA program is run through the CLSC clinics, which are a service of the Quebec government, providing psycho-social services and welfare/shelter referrals for refugees.</p>

Halifax

<p>Halifax Refugee Clinic</p> <p>http://halifaxrefugeeclinic.org</p>	<p>1581 Grafton St. Halifax, NS B3L 2C3 (902) 422-6736</p>	<ul style="list-style-type: none"> • Education • Legal support • Settlement services
<p>Immigrant Settlement and Integration Services</p> <p>www.isisns.ca</p>	<p>6960 Mumford Rd. Halifax, NS B3L 4P1 (902) 423-3607</p>	<ul style="list-style-type: none"> • Settlement services • Crisis intervention • Translation services

2. SHELTERS FOR IMMIGRANTS AND REFUGEES

These shelters welcome refugees from all religions, ways of life and countries of origin without discrimination. However, they vary in capacity, length of stay and services. Visit the links below for more detailed information about each shelter.

Vancouver

New Hope Community Services Society www.newhopecs.org	2551 E 49 th Street Vancouver, BC V5S 1J6 (778) 558-7936	<ul style="list-style-type: none"> • Housing • Settlement assistance • Furniture, food, and other practical needs
Salsbury Community Society (Kimbrace Program) www.salsburycommunitysociety.ca	PO Box 21732 1424 Commercial Drive Vancouver, BC V5L 5G3 (604) 629-0653	<ul style="list-style-type: none"> • Transitional housing • Settlement assistance • Furniture, food, and other practical needs
Journey Home Community Association www.journeyhomecommunity.ca	105-6125 Sussex Ave Burnaby, BC V5H 4G1 (604) 568-4892	<ul style="list-style-type: none"> • Transitional housing • Settlement assistance • Furniture, food, and other practical needs

Hamilton

Micah House www.micahhouse.ca	<p>Mailing address: 333 King St. E. Hamilton, ON L8N 1C1 (905) 296-4387</p> <p>(Physical address not disclosed)</p>	<ul style="list-style-type: none"> • Accommodations for 12 people for an average stay of two months • Settlement assistance • Furniture, food, and other practical needs • Supported by churches and individuals across many denominations
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Toronto

Matthew House www.matthewhouse.ca	<p>Mailing address: 981 Dundas St West. Toronto, On M6J 1W4 (416) 364-8287 or (416) 203-7848</p> <p>(Physical address not disclosed)</p>	<p>Welcomes newly-arrived refugees with God's love by providing the following:</p> <ul style="list-style-type: none"> • Safe shelter • Settlement assistance and bridges into the community • Inspires others through its ministry model • Supported by churches and individuals from across many denominations
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<p>FCJ Refugee Centre www.fcjrefugeecentre.org</p>	<p>208 Oakwood Ave. Toronto, ON M6E 2V4 (416) 469-9754</p>	<ul style="list-style-type: none"> • Temporary housing for refugee claimant women and children • Orientation, legal support, social assistance, and counselling • Training workshops for groups working with refugees
<p>Adam House www.adamhouse.org</p>	<p>430 Gladstone Ave. Toronto, ON M6H 3H9</p>	<ul style="list-style-type: none"> • Information and referrals • Legal aid • Immigration and social assistance • Settlement services • Christians • Christians from many denominations support Adam House
<p>Harbour Light www.harbourlight.org</p>	<p>160 Jarvis St. Toronto, ON M5B 2E1</p>	<ul style="list-style-type: none"> • Transition shelter for refugees and those facing crises • Secondary assistance for individuals leaving shelters • Lifeskills training • Operated by The Salvation Army
<p>Romero House www.romerohouse.org</p>	<p>1558 Bloor Street W. Toronto, ON M6P 1A4 (416) 763-1303</p>	<ul style="list-style-type: none"> • Housing for refugees until their hearing • Founded by Mary Jo Leddy (author of five books, including <i>At the Border Called Hope: Where Refugees are Neighbours</i>) • The home is supported by the Roman Catholic Church

Montreal

Project Refuge	5700, chemin de la Côte-des-Neiges Montréal, QC H3T 2A8 (514) 731-8531	A transition house program with three residences for newly-arrived single males in need of protection. Clients come to Project Refuge through the PRAIDA (see above)
Project Genesis www.genese.qc.ca/home.html	4735 Côte-Ste-Catherine Rd. Montreal, QC H3W 1M1 (514) 738-2036	Project Genesis is in the Côte-des-Neiges neighborhood, and offers the following to refugees and immigrants: <ul style="list-style-type: none">• Housing• Welfare/social assistance• Access to healthcare• Information in English and French• Free translation services and interpreters for many languages