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LEAD**
WITH MARK Q



SHOW NOTES

EPISODE 36: The Genius Of God Is In The Diversity Of His People

This week, we welcome our dear friend and Pastor Q's "twin brother," **Pastor Monté Dillard**. Pastor Monté is the Senior Pastor of the First Church of God Christian Life Center in Evanston, IL – near Chicago, and is without a doubt one of the most influential leaders in his community. We discussed racial reconciliation, diversity, and what it looks like to reach across cultural lines with empathy, understanding, and hope. Our hope is that you take on a posture of learning, with an open heart & open mind as you listen to this conversation in full.

Martin Luther King's quote of "*not being judged by the color of their skin, but the content of their character,*" has led some to a predominant thinking that people should "not see color." That's not at all what Dr. King meant! That is to suggest that there are no biases or differences & that's not true. The biblical framework acknowledges different nations, creeds, & diversity as a whole. We must do the hard work of **managing and even resisting our own assumptions**.

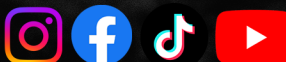
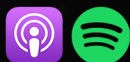
The issue isn't necessarily "not knowing" (assumptions), but rather resistance when an assumption is proved not to be true. Vocabulary is very important when it comes to removing assumptions and pursuing racial reconciliation. God doesn't want a melting pot, where everything is the same. He wants gumbo! In other words, the diversity & distinction of flavors and textures is what makes it a great meal. **The genius of God is in the diversity of his creation (his people).**

The **biggest obstacle** to leading in spaces outside of the walls of Christianity is narrative management. Sometimes Christians are seen as anti-intellectual or closed-minded, so showing up **prepared, competent,** & with a **spirit of excellence** is key. Once you do that, it's important to **manage expectations and set boundaries** about what you will & will not do as a voice of influence.

We must advance to a place of **proactive instinct**, rather than an afterthought or "initiative" when it comes to issues of race & reaching across cultural lines. This instinct is akin to dressing classic, like a Ralph Lauren polo. In other words, **it's always in style**. So when an issue becomes a "hot topic" or emerges to the forefront of culture — you don't seem disingenuous for all of a sudden speaking into it because you've already been proactive in that space.

Issues like **affirmative action** are prevalent in culture, but people of color are "*more concerned with being taken seriously. I want to be there because I'm competent & qualified to do the job. I'm not here just because I'm black, but because I can actually do this.*"

Don't let someone else's lens or assumptions inform how you see yourself. If someone rejects you based off the color of your skin (or anything else for that matter), that's a lost opportunity **for them**. When you are true to how God made you, and others reject you, that's a good thing! If you assimilate just to be accepted, you run the risk of opening a door that God meant to keep closed.



Remember, God has made you to be a leader! You don't need to be **reactive**. Especially when it comes to responding to racial issues, it's important to consider a **"sustainable approach"** and what's appropriate for your lane. Don't forget, **the volume** of which you address a political or cultural topic will be taken up a few notches from those you lead. So if you speak at a "2" on an issue, don't be surprised if the people you lead take it to an "8!" People aren't just looking to you to speak, they're looking to you for hope. This goes for our **families** as well as our organizations.

It's important to understand that navigating the world as a person of color requires a level of **prep work**. For racial reconciliation to be possible, non-black people must show up with empathy and receptiveness when the black experience is shared or expressed. **Relationships** are key to build trust and reach across cultural lines. Otherwise, we are susceptible to have our perspective shaped by media or stereotype.

At the end of the day, racism is a **sin issue**. **Racial reconciliation** is only possible through the grace and mercy of Jesus, restoring all things back to him and setting the world at rights again.

ADDITIONAL RESOURCES:

- [Monté Dillard | Web](#)
- [Monté Dillard | Instagram](#)
- ["Who Is Going To Fix My Roof?" | Ps. Monté Dillard at theChapel](#)
- ["He Is All He Needs" | Ps. Monté Dillard at theChapel](#)
- ["The Same Shepherd" | Ps. Monté Dillard at theChapel](#)
- ["It's Complicated" | Ps. Monté Dillard at theChapel](#)
- [Be The Bridge: Pursuing God's Heart For Racial Reconciliation by Latasha Morrison](#)
- [The Color of Compromise by Jemar Tisby](#)
- [Neighborliness: Love Like Jesus, Cross Dividing Lines, Transform Your Community by David Docusen](#)

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