REFLECTING HEAVEN

BUILDING AN INTERCULTURAL CHURCH WHERE YOU ARE

What defines a CHURCH?

- ***Ekklesia* = meeting/assembly** of a group of people (can be very formal, or a riot, or something in between – Acts 19:39-40). But the people meeting have some common *purpose* that gives the group an *identity* (I *identify* with this purpose and with the people who share it – it defines me [in this situation]).

- **Identify the common purpose** (identity) of each of these groups:
    - *a football club*
    - *a professional association or trade guild*
    - *a locality (local community)*
    - *a nation – e.g., England, Scotland, Wales, Northern Ireland*
    - *the UK*
    - *an ethnic (diaspora) people-group residing in the same area of the UK*

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INTERCULTURAL COMPETENCY – PERSONAL ASSESSMENT

	Monocultural		*Multicultural*		*Intercultural*	
Stage **AREA**	**Hostility** **0**	**Indifference** **1**	**Open+Unaware** **2**	**Engagement** **3**	**Inclusion** **4**	**Mutuality** **5**
A. INTEREST & AWARENESS	I feel threatened and diminished by foreign cultures and people.	I'm not interested in the life or culture of people from other cultural groups.	I think that we are all the same inside, and that that's what really matters	I'm glad I've met you; I'd really like to get to know you, and others from your culture.	It's a blessing to have people from other cultures here; I'll make room for them	I want to learn from and even be led by those from another culture, we're incomplete without them
B. Depth of UNDERSTAND-ING	Believes and promotes negative stereotypes about other cultures.	"I don't see you. You are invisible and unconsidered."	Assumes that we understand and can speak for those of other cultures.	Considers one's own cultural perspective is just one among many.	Recognizes the need to hear the perspectives of other cultures.	Defers to those from other cultures in leadership, wisdom and organization.
C. Openness to CHANGE	Actively resists any sort of integration.	Couldn't be bothered with cultural accommodation.	Assumes that everyone wants to assimilate into the dominant culture.	Appreciates and values diversity and cultural difference.	Intentionally accommodates cultural differences.	Submits joyfully to alternative cultural patterns and styles.
D. VALUE of Culture	Scoffs at the meaning and importance of cultural difference.	Assumes that one's culture and customs are the 'right and proper' way.	Does not feel that special cross-cultural training is necessary.	Is curious about cultural differences and anticipates new insights.	Seeks to balance competing cultural styles and approaches.	Enriched through friendship with those from many cultures.
E. Attitude toward LANGUAGE	Insists upon making people speak the dominant language.	Ignores those who speak other languages.	Holds those who speak one's language in higher esteem.	Interested in, and intrigued by, other languages and customs.	Celebrates language diversity and makes room for their use.	Longs to communicate in other languages for their intrinsic value.
F. VOICE & LEADERSHIP	Opposes representation of minority groups in leadership.	Assumes that competency is the sole criteria for leadership, not representation.	Ambivalent about proportional representation of minority groups in leadership.	Advocates for representation of minorities in leadership, even at risk of tokenism.	Insists on importance of minorities being seen in leadership positions, even if over-represented.	Intentionally builds an environment where everyone is heard & influences leadership decisions.

INTERCULTURAL COMPETENCY – PERSONAL ASSESSMENT
Online form

PERSONAL Intercultural Assessment

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Not shared

PERSONAL attitudes to ICM in 6 areas

	0 Hostility	1 Indifference	2 Open/Unaware	3 Engagement	4 Inclusion	5 Mutual
A INTEREST & AWARENESS	☐	☐	☐	☐	☐	☐
B UNDERSTANDING depth	☐	☐	☐	☐	☐	☐
C CHANGE Openness	☐	☐	☐	☐	☐	☐
D VALUE of Culture	☐	☐	☐	☐	☐	☐
E LANGUAGE - Attitude to	☐	☐	☐	☐	☐	☐
F VOICE & LEADERSHIP	☐	☐	☐	☐	☐	☐

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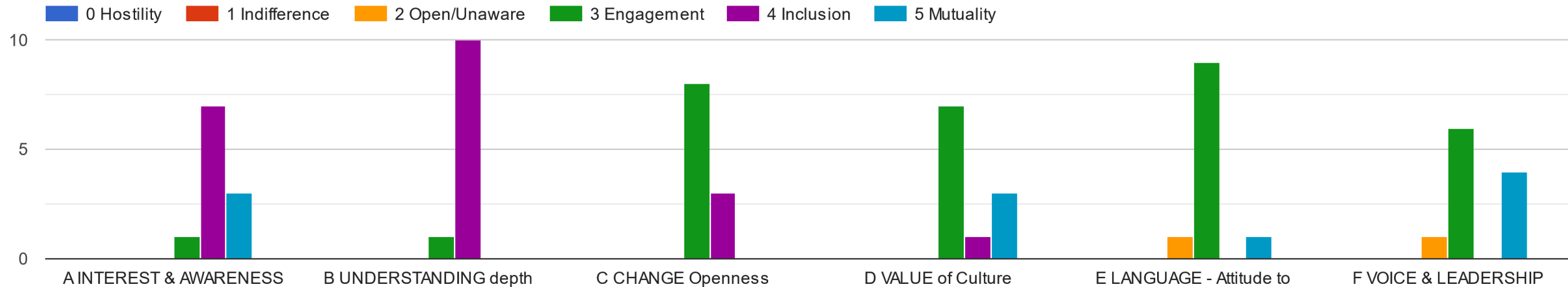
Google Forms

Enter your assessment answers (0-5 for A-F) into the form at this link:
https://forms.gle/e87p9jcxLcYDBL2WA

INTERCULTURAL COMPETENCY – PERSONAL ASSESSMENT
Results for this group

PERSONAL attitudes (in 6 areas)

INTERCULTURAL COMPETENCY – CHURCH ASSESSMENT

	Monocultural		Multicultural		Intercultural	
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HOMEWORK

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INTERCULTURAL COMPETENCY – CHURCH ASSESSMENT

	Monocultural		**Multicultural**		**Intercultural**	
Stage **AREA**	**Exclusive** **0**	**Club** **1**	**Open** **2**	**Awakened** **3**	**Reforming** **4**	**Transforming** **5**
A. ETHOS	One cultural grouping intentionally cultivates a monocultural environment	One cultural grouping maintains cultural dominance and decision-making power	Desires inclusivity, but unaware of behaviors that maintain privileges of the dominant cultural group	Sensitive to discriminatory behaviors; sees need for intentional intercultural dialogue.	Moves beyond tolerance and awareness to acceptance and *anticipation*.	Mutuality is central to congregational identity; reflecting an *intercultural disposition* at every level.
B. WORSHIP	Enthusiastically promotes a cultural worship identity	Expects acceptance of a particular cultural expression	Occasionally uses "ethnic" music and people	Seeks to accommodate "alternative" cultural expressions	Learning to appreciate multicultural expressions	Mutual enrichment through varied cultural expressions
C. FELLOWSHIP	Active, intentional separation	Cultural assimilation is expected	Minorities treated as guests	Cultural "mixing" encouraged	Recognizing same culture incompleteness	Fluid, interactive ethnic and cultural exchange
D. DISCIPLESHIP	Enculturated distrust of "otherness"; exalting same culture identity	Assuming the "right" to embrace one's cultural identity	Sees 'colourblindness' as desirable, without realizing its paternalism	Recognizing & embracing the cultural breadth of authentic Christianity	Relinquishing the "right" to embrace one's cultural identity	Exalting Christ above all competing cultural identities
E. FRIENDSHIP	Intentionally exclusive associations	Exclusive networks seen as sufficient	Occasional cultural "experiences"	Seeking diverse opportunities and connection	Finding joy and trust in diverse relationships	Diverse connectedness adds value to our lives
F. LEADERSHIP	Ethnically and culturally homogenous	Tolerates diversity without encouraging it	Welcomes diverse presence	Seeks diverse involvement	Recognizes need for diverse structures and policies	Reciprocal edification and deference

HOMEWORK

REFLECTING HEAVEN

INTERCULTURAL COMPETENCY – CHURCH ASSESSMENT
Online form

HOMEWORK

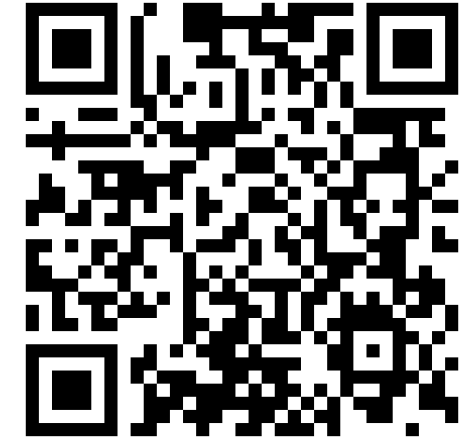## CHURCH Intercultural Assessment

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☒ Not shared

CHURCH's attitudes (in 6 areas)

	0 Exclusive	1 Club	2 Open	3 Awakened	4 Reforming	5 Transforming
A ETHOS	☐	☐	☐	☐	☐	☐
B WORSHIP	☐	☐	☐	☐	☐	☐
C FELLOWSHIP	☐	☐	☐	☐	☐	☐
D DISCIPLESHIP	☐	☐	☐	☐	☐	☐
E FRIENDSHIP	☐	☐	☐	☐	☐	☐
F LEADERSHIP	☐	☐	☐	☐	☐	☐

Submit   Clear form

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