



LEADING IN A DIVERSE CHURCH

Pastor Robin Cloman

Spring 2021

Session 2

MOSAIC Cross-Cultural Competencies



ANLI
Bridging The Gap Leadership

Session 2: Cross-cultural Competencies for Unity

High Priestly Prayer for Unity

“I have become all things to all people so that by all possible means I might save some. I do all this for the sake of the gospel, that I may share in its blessings” (1 Cor 9:23 NIV).

Lesson Big Ideas

- God values the diversity that emerged within the human family.
- God’s desires unity to open access to the message of salvation for all cultures and generations.
- A leader has the responsibility to bring unity to a church culture that makes room for grace.

Essential Questions

- What do the premises of unity look like in action in ministry?
- What does a self-assessment of the cross-cultural competencies reveal personally and in ministry?

Lesson Outcomes

- Reciprocally teach one of the four premises of unity, summarizing it and supporting it with Scripture via an in-class presentation done in pairs.
- Self-evaluate the cross-cultural competencies for the self and ministry.

Reciprocal Teaching

Directions:

- Part 1: Working in pairs, teach the assigned premise supporting it with examples from scripture (New Testament, especially the Book of Acts) -AND- illustration.
- Part 2: Develop two, dense questions related to your premise to ask the rest of the class. Dense questions make the listener think and provide opportunity for discussion.
 1. Text/Listener: Question that connects the text with the listener's experiences, values, and idea with the text.

Premise 1 Example: Explain how a ministry made you feel included because it adapted many of its ministry methods; and how might you adapt your ministry to bring in more volunteers.

2. Text/Listener/World: Question that connects the text with the listener's experiences, values, or ideas and with knowledge of other cultures or people groups.

Premise 1 Example: Discuss the cultural differences you observed at Lighthouse when congregants come together as one with unity of purpose through Jesus; and it made people feel welcome or not welcome. Think about the many denominational backgrounds people bring to Lighthouse.

- You have seven minutes to prepare and five to present and five for follow up-question discussion.

Premise 1: Vision of Purpose & Knowledge
"I do not pray for these alone, but also for those who will believe in Me through their word; ²¹ <u>that they all may be one, as You, Father, are in Me, and I in You</u> " (17:21a).
Premise 2: Bearing of Witness
"I do not pray for these alone, but also for those who will believe in Me through their word; ²¹ <u>that they all may be one, as You, Father, are in Me, and I in You; that they also may be one in Us, that the world may believe that You sent Me</u> " (17:21b)
Premise 3: Reflection of God's Glory
"And the glory which You gave Me I have given them, <u>that they may be one just as We are one</u> : (17:22)
Premise 4: Perfection of One in Him
"I in them, and You in Me; <u>that they may be made perfect in one, and that the world may know that You have sent Me, and have loved them as You have loved Me</u> " (17:23).

Break: 8-8:10 p

Part 1: Quick Lecture

“M” Intentionally Ministers to the Multitudes (Purposeful Actions for Unity)

“O” Views Others with Openness (Contextualized Hospitality)

“S” Adapts the Method, Keeping the MeSSage (Contextualizes the Gospel)

“A” Focuses on the Call to the All (Standing in the Call to M.O.S.A.I.C. Leadership)

“I” Shows Inclusion and Impartiality (Absence of Cultural Superiority)

“C” Uses Value Communication (Intercultural Communication)

Part 2: Cross-Cultural Competency Self-Evaluation

Directions:

- Take LEADER Self-Evaluation (Appendix A)
- Discuss strengths and areas for growth from the self-evaluation in circle talk.

Part 3. Application to Your Ministry

- Apply these competencies to your ministries. Write one strength and one area for growth via carousel charts.

“M” Intentionally Ministers to the Multitudes

Example

Area for Growth: Spiritual Growth Measures (M6)

When you examine Acts 2:42-47, you see four types of church growth: Growing in maturity, unity, favor, and numbers. At ANLI we haven't done a thorough assessment of spiritual church growth in several years.

Leading in a Diverse Church: Session Two Homework

Due April 15, 2021

Part A. Reading

- *Seeking the M.O.S.A.I.C. Church: A Leader's Field Guide for Unity in the Church:* Introduction and chapters one and two
- Acts 11-13, 15 and outside research as needed on the Church of Antioch

Part B. Reflection

Please answer two of the four prompts below (your choice) according to this session's topic, *Cross-Cultural Competencies* and as a servant leader to be blessed as an elder at Lighthouse Church of All Nations. Cite the quotes from the text in APA form. Write 150-200 words per question. Fully support and develop each response. Do not bullet or write informally. You can write more than the maximum words.

- **Text-to-Self.** Select a quote or thought from the assigned textbook reading that stood out to you as a leader in a M.O.S.A.I.C. church and explain how it informs your leadership practices. (Underline your selected quote.)
- **Text-to-Text.** Compare and contrast a quote or thought from an outside writing on the multicultural or multiethnic church that relates to a quote from the assigned textbook reading. (Underline your selected quotes.)
- **Text-to-Ministry.** Analyze a particular local ministry issue that relates to the assigned reading.
- **Text-to-Global Christian Community.** Choose an issue from the broader Christian community related to the lesson topic and evaluate it based on the assigned readings and lesson materials.

Part C. Ministry Project

Teach a seven-minute, illustrated lesson on the basics of the cross-cultural competency your teacher assigns in class. Define it, as well as exemplify it in Scripture. It should

include one dense question at the end, either text/listener or text/listener/world that you will pose to the class to answer. Video tape it and upload it to Google Drive, using a gmail address. Then, send a share to Pastor Robin via her email. She will present each lesson in class next week to discuss.

Appendix 1

LEADER Self Evaluation: Cross-Cultural Competencies in Ministry

PerSpectives 12 Training and Ministry All Rights Reserved 2012		
"M" Ministers to the Multitudes		
Intentional steps to direct the salvation message to different people groups representing God's elect		
Check yes or no to indicate whether you as a leader accomplishes each of the below competencies on a regular basis -- Answer in the context of culture	Y	N
(M1) Invitation Across Cultures (1 Cor 12:12-31, Acts 2:42-47) Invites and welcomes the multitudes into all facets of ministry		
(M2) Community Culture and Felt Needs (Luke 10:1-6; Acts 16:14-15) Blueprints, architects, and inspects the surrounding and outlying communities to guide the ministry's or region's inward and outward focuses		
(M3) Living in Brotherhood (1 Cor 12:12-31; Acts 2:42-47) Lives in brotherhood and esteems culture		
(M4) Opportunity for Reconciliation (Acts 1:8; 22:15) Gives opportunity for reconciliation with God to the multitudes		
(M5) Cross-Cultural Relationships (Luke 10:7; Acts 11:26) Develops relationships with people from other cultures; in addition to creates opportunity for intentional fellowship		
(M6) Spiritual Growth Measures (Acts 2:42-47) Uses spiritual growth measures to assess progress for unity within your ministry		
(M7) Diverse Team (Acts 2:41-47) Brings together a diverse team of like-minded people in your ministry staff		
(M8) Shared Power (Matt, 18:20; Acts 4:32; Rom 1:12) Involves diverse team members in the decision-making process within the circle of power in your ministry		
"O" Views Other with Openness		
Invites and embraces the diversity of God's chosen--Extends the love of Christ within and outside the community		
Check yes or no to indicate whether you as a leader accomplishes each of the below competencies on a regular basis — Answer in the context of culture.	Y	N
(O1) Cross-Cultural Awareness (Matt 2:19) Learns and understands different cultures to reach others for the cause of the Gospel		
(O2) Absence of Judgment (Matt 7:1; Luke 6:37; John 7:24) Views others without judgment		
(O3) Equality in the Kingdom (1 Cor 1:10; Phil 1:27) Honors all people and shows that all have equal status in the Kingdom (Poe, 2012)		
(O4) Cross-Cultural Servitude (Matt 20: 25-28; Mark 10: 42-45; Luke 22:25-27) Exhibits cross-cultural servitude		
(O5) Contextualized Hospitality (1 Cor 12:12-31, Acts 2:42-47, Luke 15:2) Practices hospitality in the context of another person's culture		
(O6) Culture of Love, Compassion, and Care (1 Pet 3:8-11) Shows love, compassion, care, and personhood connected to brotherhood within community		
(O7) Celebration of Diversity (Gen 1:26) Values the diversity of the one human family who God created in His image		

<p align="center">"S" Adapts the Method, Retains MeSSage</p> <p>Is open and flexible to people from other cultures, as well as examines and changes self perceptions of them. Still, holds to biblical truths.</p>		
Check yes or no to indicate whether you as a leader accomplishes each of the below competencies on a regular basis—Answer in the context of culture.	Y	N
(S1) Communication (Acts 1:8; 22:15) Realizes that people perceive communication and interaction differently		
(S2) Adaptation of Strategies (1 Cor 12:12-31, Acts 2:42-47) Adapts ministry strategies to include people		
(S3) Sifts Cultural Practice (Luke 10:1-6; Acts 16:14,15) Changes practices to adapt to different cultures, while sifting culture		
(S4) Does Not Assimilate (1 Cor 12:12-31; Acts 2:42-47) Avoids practices that promote colonialism		
(S5) Contextualization (John 1:14 Incarnation of Jesus) Contextualizes the Gospel		
<p align="center">"A" Focuses on the Call to the All</p> <p>Maintains focus on ministering to the all of society, despite conflict or distractions</p>		
Check yes or no to indicate whether you as a leader accomplishes each of the below competencies on a regular basis—Answer in the context of culture>	Y	N
(A1) Discippler (Matt 28:16-20; Luke 5:1-11; John 1:35-51) Creates a culture for discipleship to develop leaders across cultures and generations in an indigenous context		
(A2) Unifier (John 17:20-23) Prays for and with leaders, believers and those believers to come for unity in Christ		
(A3) Endures Challenges (2 Cor 11:23-28; 2 Tim 2:1-7) Endures and stands in calling through Christ		
(A4) Mission Minded (Matt 28:16-20) Maintains the mission of God for all tribes, tongues and nations		
(A5) Transformer (1 Pet 3:15; Acts 26:22) Nurtures a faith community reflective of Christian values and beliefs that support transformation for all people		
(A6) Bridger Builder (John 17:20-23; Gal 3:28; Col 3:11) Brings together a diverse congregation		
(A7) Change Agent (1 Cor 9: 19:23) Negotiates cultural boundaries and manages change in a changing cultural environment		
(A8) Peacemaker (Matt 5:9) Models actions of a peacemaker		