



LEADING IN A DIVERSE CHURCH

Pastor Robin Cloman

Spring 2022

Session 2

MOSAIC Cross-Cultural Competencies

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 higher-order, open-ended questions related to your premise to ask the rest of the class. Open-ended questions make the listener think and provide opportunity for discussion. Do connect the text with the listener’s experiences, values, or ideas and with knowledge of other cultures or people groups.

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.

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 Felicia/Marlene/Jillian
“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 Felicia/Marlene/Jillian
“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 Jordan/Liza
“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 Jordan/Liza
“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.m.

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 14, 2022

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 three and four
- Acts 11-13, 15 and outside research as needed on the Church of Antioch

Part B. Reflection (200-250 words)

Please respond to the following prompt below 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 200-250 words. Fully support and develop your response. Do not bullet or write informally. You can write more than the maximum words.

Competency: "O" Views Others with Openness

Prompt: How do you draw a diverse body of participants into your ministry? Explain how citing scripture and/or a book quote.

Part C. Ministry Project (Group--Up to 100 points)

In assigned groups, you will teach a seven to ten-minute lesson in class during session three on a defined topic related to the M.O.S.A.I.C. competencies as an elder at Lighthouse. Keep in mind that Lighthouse is a large and diverse, urban church. Feature activities that support engaged learning actively involving your classmates.

- Do include a short, small group activity. Your question should be higher-order and open-ended.
- Teach and incorporate teaching activities that support your audience age group/s.
- Provide one handout.
- Generally, a lesson should have the following components: introduction, guided practice, independent practice, evaluation, and close. Keep time in mind.
- See next page for groups.

Group 1: Marlene/Jillian

Competency: “S” Adapts the Method, Keeping the MeSSage: Contextualizes the Gospel

Topic: The importance contextualizing preaching to a mixed generational audience during the 11am service

Audience: Across generations at leadership retreat

Group 2: Jordan/Liza/ Felicia

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

Topic: Opening access to participation in men and women’s ministry to Gen Y and Z

Audience: Men and women’s ministry leadership teams (Boomers and older Gen X)

Appendix A

Seeking the M.O.S.A.I.C. Church

LEADER Self Evaluation: Cross-Cultural Competencies in Ministry

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"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		

"S" Adapts the Method, Retains MeSSage		
Is open and flexible to people from other cultures, as well as examines and changes self perceptions of them. Still, holds to biblical truths.		
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		
"A" Focuses on the Call to the All		
Maintains focus on ministering to the all of society, despite conflict or distractions		
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) Discipler (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		

"I" Inclusion and Impartiality		
Demonstrates actions of acceptance through inclusion and impartiality towards others		
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
(I1) Eyes of Christ Perspective (John 13:34) Absence of racial superiority		
(I2) Access and Welcome (Gal 3:28) Ministry methods/activities that show access, invitation & welcoming actions to a broad base of people across culture		
(I3) Impartiality and Inclusiveness (Acts 10:34-35) Leadership models impartiality & inclusivity across cultures		
(I4) Nurtures Culture (Gen 1:31; Acts 17:24-29) Celebrates and encourages the presence of a variety of people in all activities		
(I5) Respects Diversity (Jas 2:8-10; Col 3:11) Recognizes differences as diversity rather than as inappropriate responses		
"C" Uses Value Communication		
Shows loving, respectful and compassionate communication that crosses culture and displays cultural sensitivity		
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
(C1) Deep Communication (Prov 12:18) Values deep communication with others, seeking the spoken and unspoken message		
(C2) Patient Communication (Jas 1:9) Receptively communicates with patience and respect		
(C3) Introspective Communication (Ps 141:3) Realizes one's own expectations and learned experiences serve as a filter to understanding		
(C4) Empathetic Communication (Prov 15:1) Aims to understand and empathize with others regardless of denomination, race, ethnicity, socio economics, gender or age, etc.		
(C5) Affirmative Communication (John 13:34; Col 3:10-14) Affirms when communicating		

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