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| **M.O.S.A.I.C. Ministry Evaluation Project**  **Part 3--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 ministries 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 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** (I 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 |  |  |

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| **"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, socioeconomics, gender, or age, etc. |  |  |
| **(C5) Affirmative Communication** (John 13:34; Col 3:10-14)  Affirms when communicating |  |  |
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