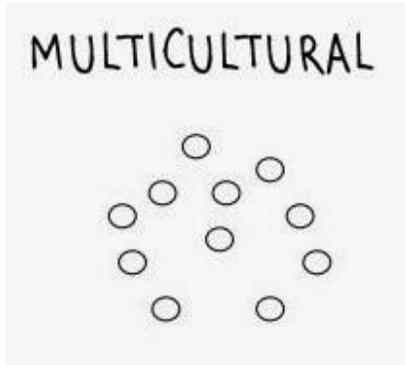
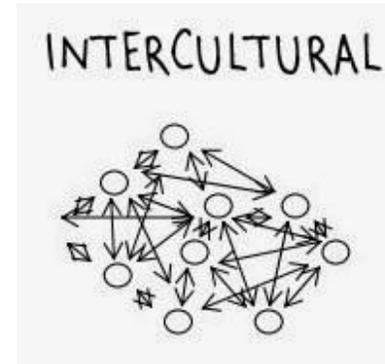


# Multicultural & Intercultural

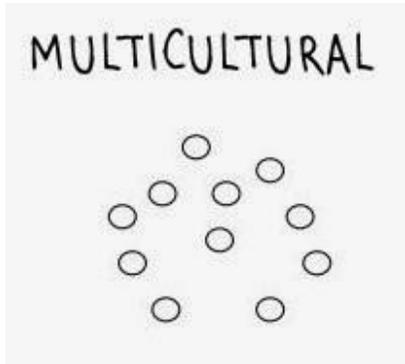


- Designating or pertaining to a community of a society consisting of many culturally distinct groups
- Relates to diverse cultural groups coexisting together; it recognizes the existence of different cultural groups, but it does not examine how the groups interact among themselves

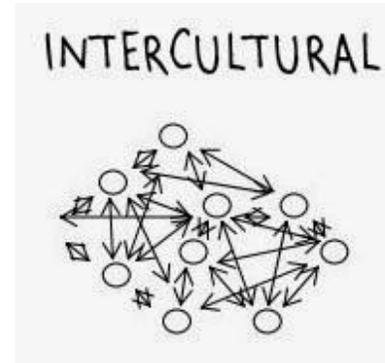


- Taking place between cultures; belonging to or derived from different cultures
- Designates a type of engagement between different cultural groups in which they not only tolerate the other groups, but actively interact with and influence one another as well

**Not all multicultural organizations are engaging interculturally and not every intercultural engagement is healthy and respectful**



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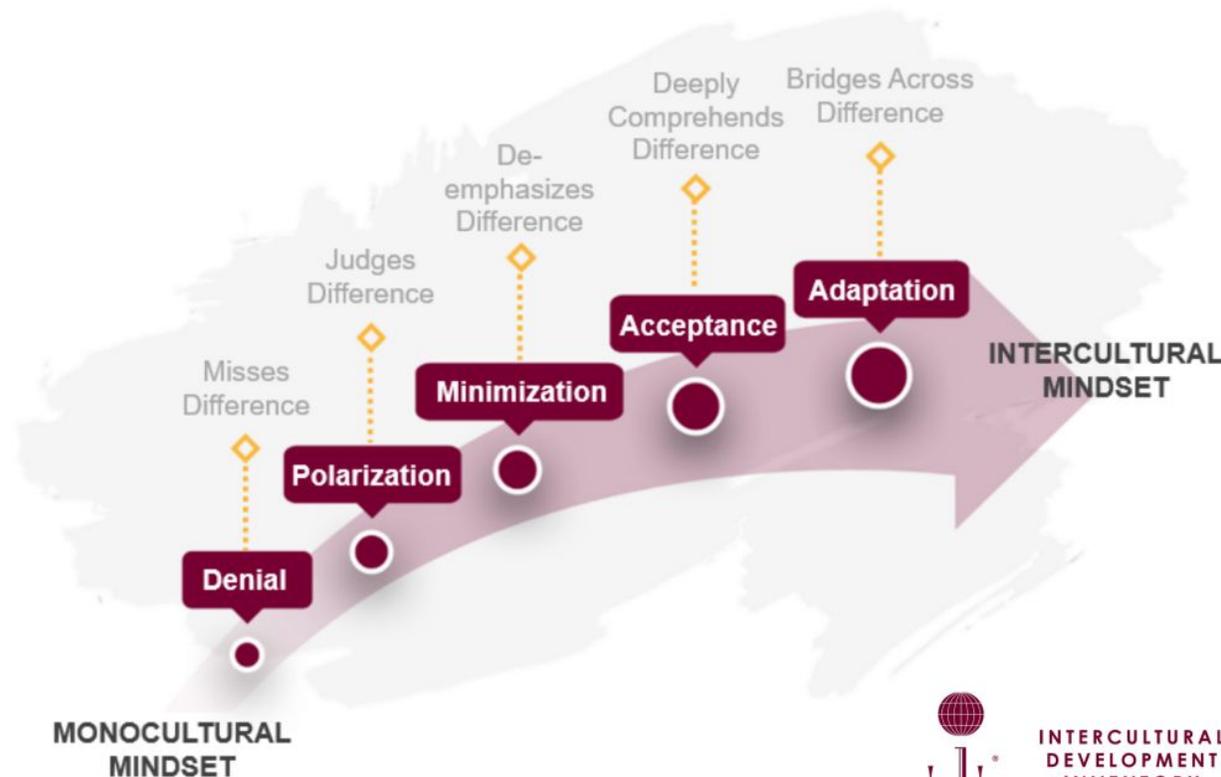
**Not all multicultural organizations are engaging interculturally and not every intercultural engagement is healthy and respectful**



# Intercultural Engagement

*The quality of our intercultural engagement critically depends on our ability to maintain a healthy balance of our similarities and differences, as well as making decisions collectively in an effective way.*

## Intercultural Development Continuum (IDC™)



[<- Click on the graph to watch a short video explanation of the continuum](#)

# D.I.E.

- Describe: What I See & Hear - What is going on? (General agreement)
- Interpret: What I Think – What is it happening? (Alternative explanations possible)
- Evaluate: What I Feel – How do I feel about it? (No one else has to agree)

Useful worksheet and practice exercise

[Describe-Interpret-Evaluate: Thoughtful Students in the Making](#)

by Brooke Y. Hoffman

# Getting the most out of a Cohort Experience

1. **Explore the goal of the cohort as a team.**
  - a. What does the theme look like in your context?
  - b. Where is it expanding your imagination?
  - c. Where is there room for experimentation?
  - d. What are other congregations doing that spark your interest?

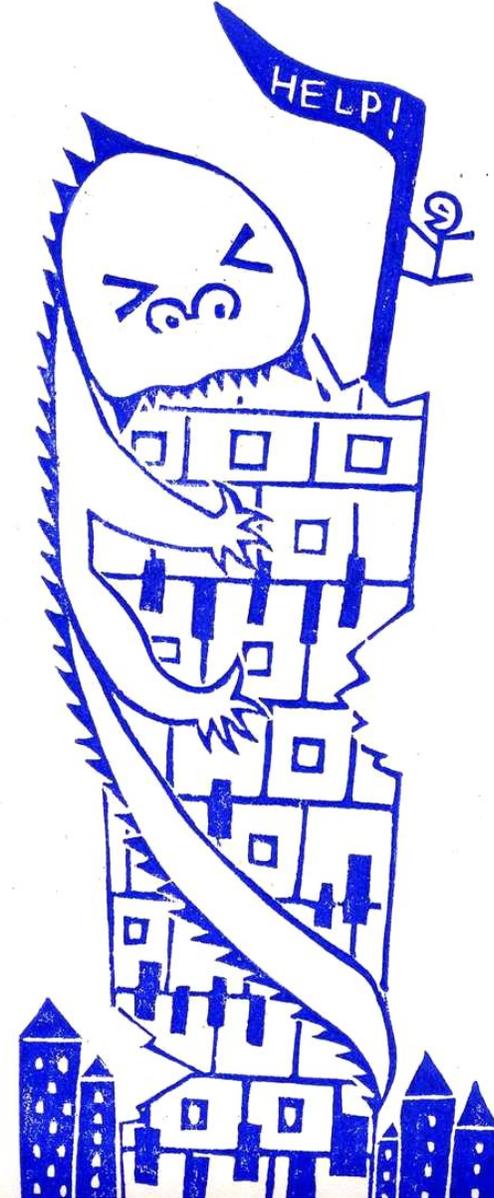
# Getting the most out of a Cohort Experience

## **Spend time understanding your own Church Culture**

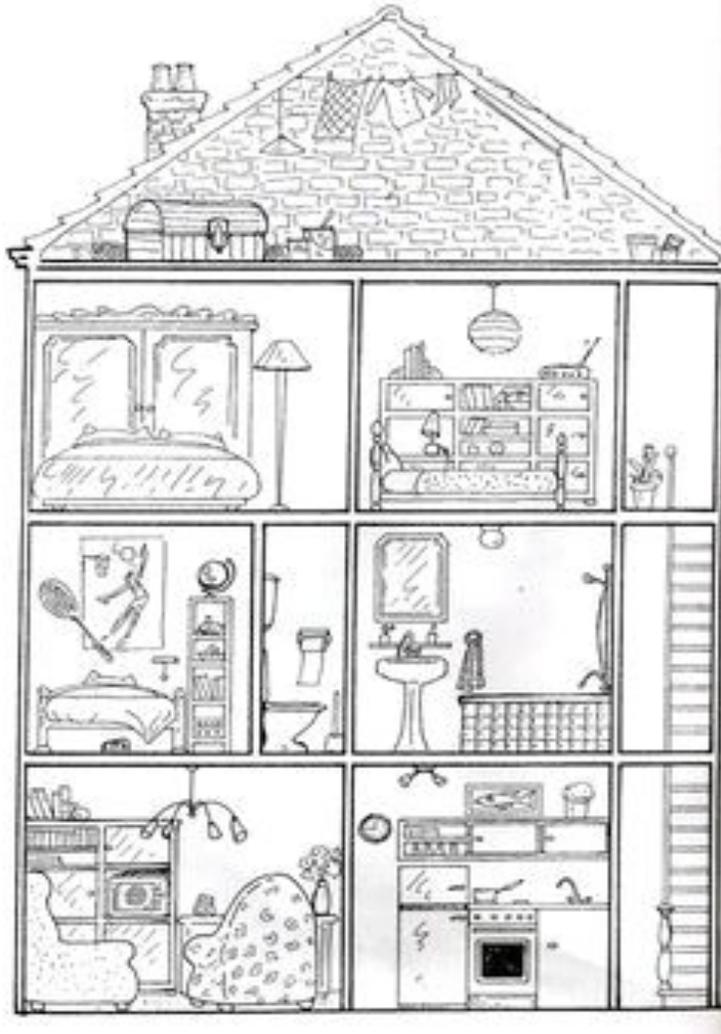
- a. What lives in our church culture that supports the changes we would like to make?
- b. What lives in our culture that often gets in the way of change?

*Culture eats strategy  
for breakfast, lunch  
and dinner.*

*—Peter Drucker*



# On Church Culture



## Ask yourselves

What's in the attic? What precious things do we hang on to that may get in the way of welcoming folks from other cultures?

What's in the cellar? What do we cover up or need to repent of that may keep us from welcoming folks from other cultures?

# On Church Culture



**Ask yourselves**

How are we / might we not be seeing ourselves clearly or living into an aspirational understanding of ourselves without the supports to bring this vision into reality?

# Getting the most out of a Cohort Experience

## **Take advantage of regular coaching.**

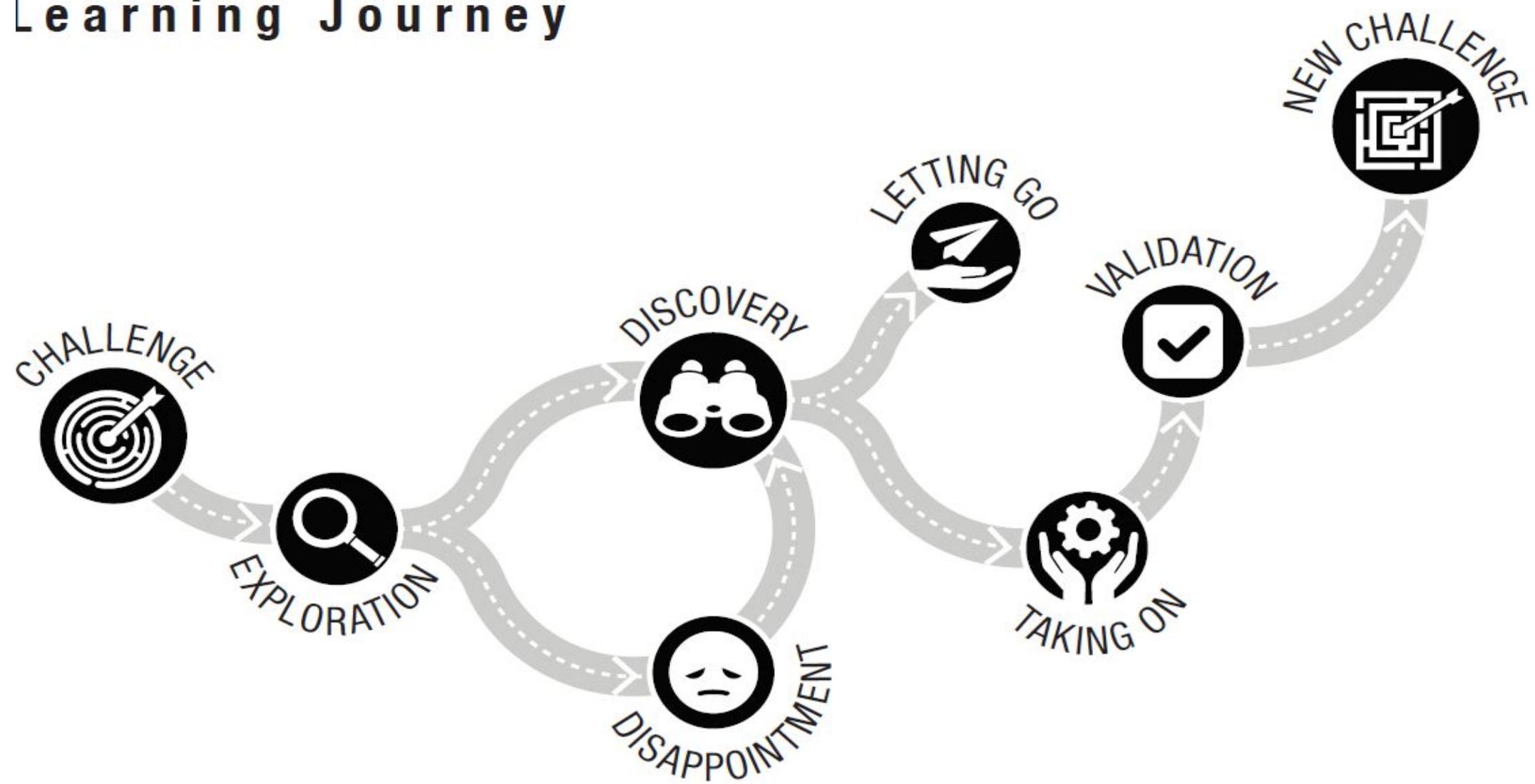
- a. Your coach is here to ask questions, encourage momentum, call out what your team might not be able to see.
- b. You have access to player coaches –that is the other people in your cohort who may have learned valuable lessons in their own journey that they can share with you.

# Getting the most out of a Cohort Experience

## Remember that this is a learning journey

- a. Discern- What is God inviting us into?
- b. Experiment- What small experiment might we try to see if we are on the right track?
- c. Reflect- What went well? What might we need to tweak? How sustainable is this type of change? what might we have to give up?

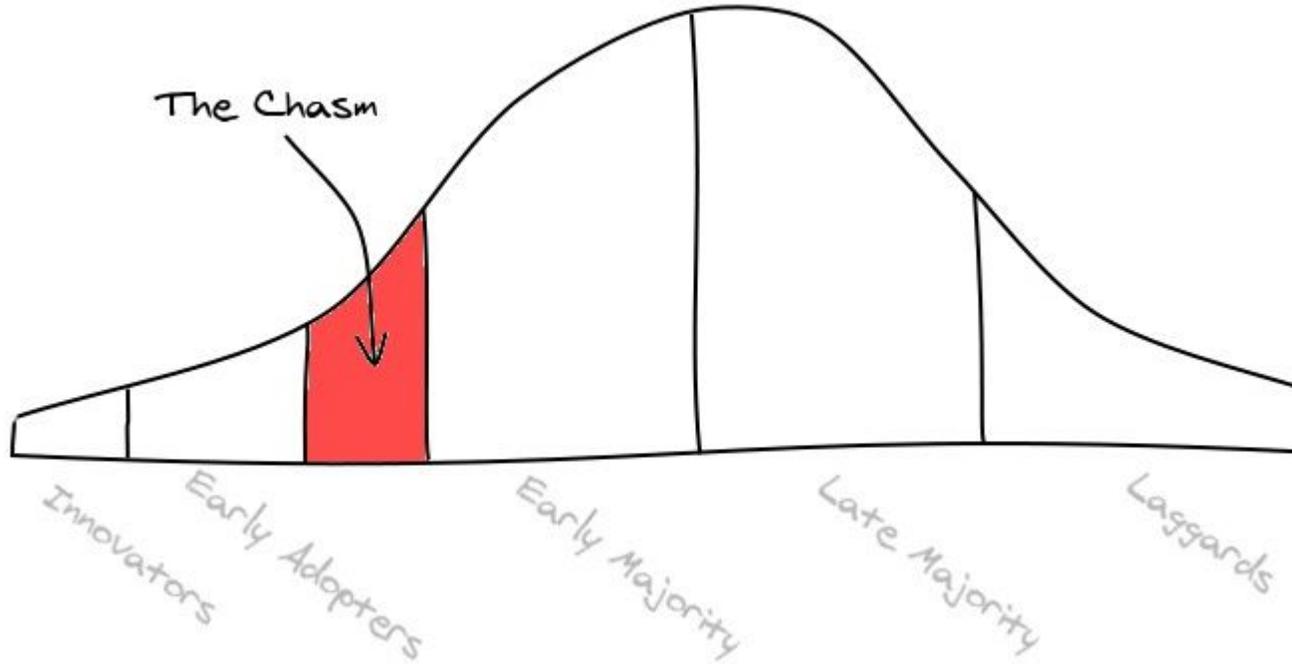
# Learning Journey



# Getting the most out of a Cohort Experience

**The Congregation will need gentle leading and robust communication.**

- a. Your team will have 10 months to explore, imagine and dream. How will you invite your congregation into the process?
- b. How will you communicate what you are learning so that your congregation doesn't feel left behind?



**Creative**

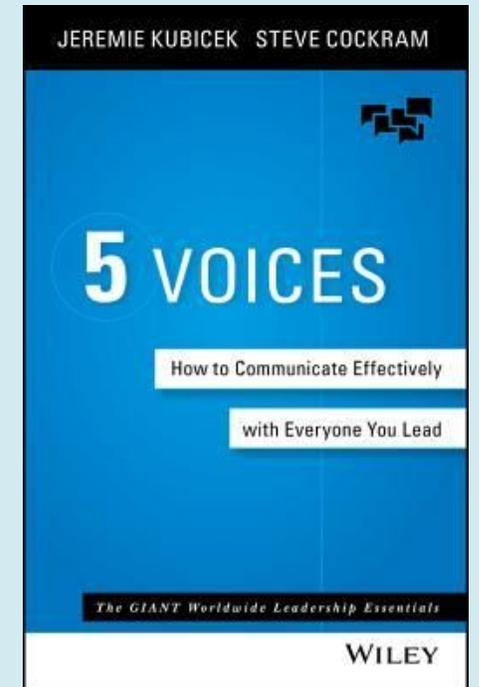
**Pioneer**

**Connector**

**Guardian**

**Nurturer**

**\*\*5 Voices How to Communicate Effectively with everyone you Lead  
Jeremie Kubiek and Steve Cockram**

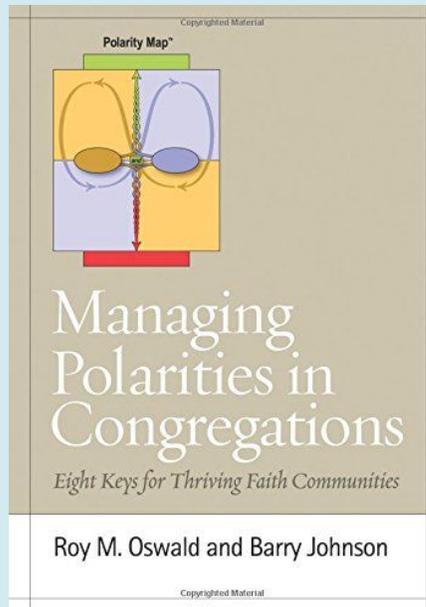


# Getting the most out of a Cohort Experience

## Try to lean into Polarity Thinking

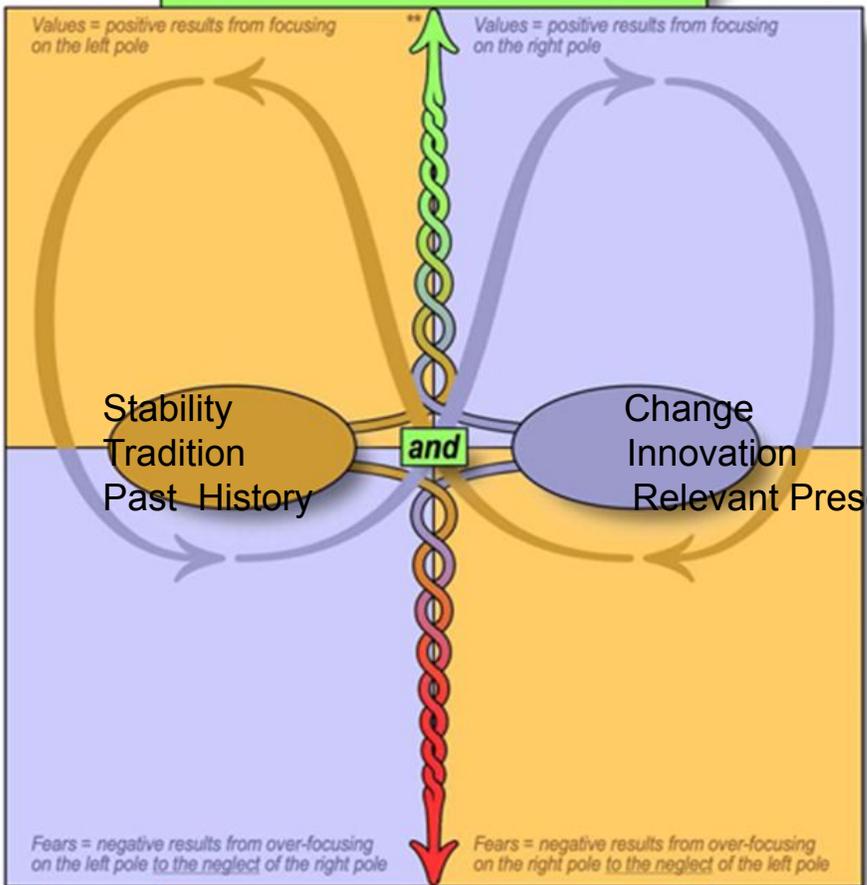
- a. We often think in “either/or” scenarios when “both/and” thinking is healthier.
- b. Either/ or produces an us/them approach that will restrict intercultural engagement by creating unnecessary choices
- c. Ask yourselves what polarities you are being asked to navigate?

# Navigating Church Culture through Understanding Polarities



- Inreach/outreach
- Management/leadership
- Strong clergy leadership/  
strong lay leadership
- English/multiple languages

# Thriving Intergenerational Congregation



Deeper Fear from lack of balance

Polarity Map™ © 1992, 2008 Polarity Management Associates, LLC / \* Thanks to John Scherer, The Scherer Leadership Center / \*\* Thanks to De Wit & Meyer BV / \*\*\* Thanks to Todd Johnson, Rivertown Consultants