

# SERVING CULTURAL LANGUAGE PASTORS: Growing in CQ and Intentionally Intercultural Relationships in the Kingdom of God

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## HOW DO WE BETTER SERVE OUR CULTURAL LANGUAGE PASTORS & FAMILIES?

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### PURPOSE:

- a. Development, etc., of **materials** helping all ministry leadership develop their “multicultural intelligence quotient.”
- b. Development of **systems** for relationship between majority-language leaders, cultural language pastors and all congregations.

On one hand, we need to build better relationships between all of us, and especially between our majority language church leadership and our cultural language church leadership. And on the other hand, there are too often wide gaps of separation between us. Admittedly these are natural, but the leadership of the Spirit directs us to overcoming these natural, i.e. carnal, realities: There is one Body, not many. Is it a stretch to say that most of the time, we don't look like a body at all but more like scattered parts all seeking to operate on our own (trying not to get too gruesome here in this metaphorical analogy)?

We each grow up in our own cultural setting. In an age of globalization, however, our cultural settings are already mixed. This presents us with the need to grow in intercultural skills: *Do we have the skillset necessary to successfully navigate in differing cultural settings? Do we know how to have rich meaningful relationships with pastoral leaders who are culturally different from us?*

Thus, the good impetus of the Spirit to build strong relationships with our fellow pastoral leaders who are culturally different from us begins with our own personal growth in CQ. What is CQ? We've doubtlessly all heard of IQ, our intelligence quotient. Many of us have also heard of EQ, our emotional or social intelligence quotient. CQ is our cultural intelligence quotient, our ability to successfully navigate, often on the fly, changing cultural situations. Welcome to this global, multicultural age.

Let us recommend this, too: Growing personally in CQ should be simultaneous with our growth in reaching out and building deep, wide, rich cross-cultural relationships in the kingdom of God. Indeed, one cannot actually grow in CQ without those relationships in which to learn together in our multicultural environment.

Below you'll find two things: First, some resources to help you in your CQ growth journey. And second, the question of systems. And right now, it is just that...a question: What structures do we currently have that need to be adjusted to match both our current multicultural reality and our need to grow in intentionally intercultural relationships? We don't have all the answers. We're looking to each of us together to contribute to this conversation. To share your thoughts and new resources, which are coming out all the time, please email us at: [missioncanada@paoc.org](mailto:missioncanada@paoc.org). Join the conversation. Let's journey together.

And, finally, this thought: We who are in the majority languages in Canada, i.e. English, French and Aboriginal languages, are not superior to our brothers and sisters of international languages. That's a worldly mindset. They might be "newcomers" to Canada, but they're now Canadian, too. That's Canada. We're not better than "them." They are us. We are one body in Christ Jesus. *"In your relationships with one another, have the same mindset as Christ Jesus ... made himself nothing...he humbled himself..."* (Philippians 2:5-8).

## **COMPILED RESEARCH FINDINGS:**

### **A. MATERIALS, RE: Developing/growing in our "cultural intelligence quotient" (CQ)**

- **Manual:** Building Intercultural Competence for Ministers, \$9.95 USD.  
<https://store.usccb.org/ShoppingCart.asp?> The *Building Intercultural Competence for Ministers* manual is designed to help ministry leaders achieve a basic level of awareness and proficiency in the area of intercultural competency through the five guidelines recommended by the United States Conference of Catholic Bishops (USCCB) Committee on Cultural Diversity in the Church. The manual provides five modules to assist those leading workshops on building intercultural competence for ministers. The background and proficiency offered by this program is for people of every cultural, ethnic or racial group in the Church.
- **Online Courses:**
  - The Intercultural Church: Theological Foundations and Pastoral Practices // McGrath Institute for Church Life // University of Notre Dame.  
<https://mcgrath.nd.edu/online-courses/step/courses/the-intercultural-church-theological-foundations-and-pastoral-practices/> Next session: Jan. 13, 2020. This course is based on the bilingual manual *Building Intercultural Competence for Ministers*, published by the USCCB (see bullet point above)
  - [Canadian Culture and Evangelism](#), Aaron Mix-Ross, GE3206 @ MCS.edu. No course description is provided.
- **On-site Courses:** TYNDALE.CA
  - [Developing Intercultural Competency For Ministry](#), Dr. Robert Cousins

- Note in particular the two required texts, and the materials listed in the selected bibliography for rich gleanings.
  - Livermore, David A. 2009. *Cultural Intelligence: Improving your CQ to Engage Our Multicultural World*, Youth, Family and Culture series. Grand Rapids, MI; Baker Academic.
  - Sheffield, Dan. 2015. *The Multicultural Leader: Developing a Catholic Personality*. Toronto, ON; Clements Publisher.
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- [Ministry in a Multicultural World](#), Dr. Daniel L. Wong
  - Again, note the required texts and selected bibliography:
    - Anderson, David A. *Multicultural Ministry: Finding Your Church's Unique Rhythm*. Grand Rapids: Zondervan, 2004.
    - Sheffield, Dan. *The Multicultural Leader*. Toronto: Clements Publishing, 2005.
- [Missional Life Of A Healthy Congregation In A Multicultural Society](#), Dr. Minho Song.
  - Required reading:
    - Frost, Michael & Alan Hirsch. *The Shape of Things to Come: Innovation and Mission for the 21st- Century Church*. Peabody, MA: Hendrickson Publishers, revised edition, 2013.
    - McIntosh, Gary I., and Alan McMahan. *Being the Church in a Multi-Ethnic Community*. Fishers, IN: Wesleyan Publishing House, 2012.
    - Livermore, David. *Cultural Intelligence: Improving Your CQ to Engage Our Multicultural World*. Grand Rapids: Baker Academics, 2009.
- Podcasts:
  - [Contagious Christians in an Age of Comfortable Christians](#), Dr. Matthew D. Kim – Gordon-Conwell @ Tyndale. Author of *Preaching with Cultural Intelligence*.
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- **Books:** General search on Amazon.ca for “cross cultural competence” provides, of course, a wide ranging selection of results. Perhaps best results are:
  - [Cross-Cultural Connections: Stepping Out and Fitting In Around the World](#), Dr. Duane Elmer. IVP. 204 pgs. Used to new range from \$8.00 – 16.39, and \$16.71 for Kindle.
  - [Cultural Awareness, Sensitivity and Competence](#), Michael James Winkelman. This is an academic and secular work that provides a solid philosophical and practical groundwork. \$9.99 for Kindle. Amazon publishing. 419 pgs.

- **Blog/Article/Online:** [Why cross-cultural competency is among the 10 most important skills of the future](#), Tim Rettig: 2017-11-17. Secular / job skills & world market perspective, which has great cross-over implications for the Church, too.
- **Site/Blogs, articles, etc:** [www.GlobalCognition.org](http://www.GlobalCognition.org) by Drs. Rasmussen & Sieck:
  - [7 Habits of Cross-Cultural Experts](#), Dr. Louise Rasmussen. This blog posting is a synopsis of their larger journal article found [HERE](#).
  - [Cultural Norms: Do they Matter?](#) Dr. Winston Sieck, partner of the above article with Dr. Rasmussen.
  - [3 Ways to Improve Your Cultural Intelligence](#), Dr. Rasmussen
  - [Building Intercultural Sensitivity, Stage by Stage](#), Dr. Sieck. I highly recommend this as a starting place especially for those with little cross-cultural experience, or those who are having difficulty with these experiences.
  - [What is Cultural Sensitivity and How Does it Develop?](#), Dr. Sieck.
  - [Cultural Competence: What, Why, and How](#), Dr. Sieck.
  - [Cross-Cultural Competence: Engage People from any Culture](#), Dr. Rasmussen

**B. SYSTEMS, RE: Development of systems for relationship between CL pastors/congregations & English/French PAOC pastors/congregations**

- What systems of relationship, e.g. section meetings, etc., do we currently have that are not facilitating rich and supportive, intentionally intercultural relationships between our majority language pastors and our cultural language pastors?
- Who can we consult with to gain insight and chart adjustments to our current systems of relationship? We don't make changes paternalistically without all voices being heard. The way we answer this question should be in itself indicative of good growth in the right direction.
- What entirely new systems do we need to grow and foster, organically as well as structurally, to reflect the reality that we're already multicultural and need to intentionally grow in healthy, mutually beneficial intercultural relationships?
- The above will include what modes of connection serve these relationships best. For example, we who have grown up or long operated in our Western systems think that if we sent out an email blast to everyone, that we've communicated with everyone. Nope. We blasted everyone's email inboxes; we didn't necessarily communicate at all. And that was almost entirely one directional. Yes, we invite replies, but what about those who are not reader-oriented, email oriented, have limited or even no easy email access at all? We may intend that an email is an invitation to relationship, but what if our mode of connection, email, is missing the mark? Then the invitation is lost. Many, and it would be easy to contend that most of the world's cultures, are more oriented to phone calls than emails. This is one simple illustration of how we need to adjust our behaviour to

facilitate, emphasize and value relationships higher than other factors, including convenience and efficiency of “getting the word out.”

- What other questions need to be added here? Please add your own. Email us (yes, how ironic after that last paragraph ... let’s all laugh at ourselves together now) at: [missioncanada@paoc.org](mailto:missioncanada@paoc.org), or CALL US at 905-542-7400. Join the conversation. Let’s journey together.