

MARCH 1, 2014
**DEVELOPING HEALTHY
MULTICULTURAL SMALL GROUPS**

**WELCOME AND
INTRODUCTIONS**

INTRODUCTIONS

- Circle of Friendship Exercise

RECOMMENDED TEXTS

- David A. Livermore, *Cultural Intelligence: Improving Your CQ to Engage Our Multicultural World*. Grand Rapids, MI, Baker Academic, 2009
- Mark Lau Branson and Juan F. Martinez, *Churches, Cultures and Leadership*. Downers Grove, IL: IVP Academic, 2011
- Soong-Chan Rah, *Many Colors: Cultural Intelligence for a Changing Church*. Chicago, IL: Moody Publishers, 2010

THE "BIG IDEA" FOR MULTICULTURAL SMALL GROUPS

Developing healthy multicultural small groups begin with leaders who are multicultural people

CULTURE DEFINED (LIVERMORE, 80)

- Culture is the artificial, secondary environment superimposed on the natural. - *Niebuhr*
- Culture is "a pattern of thinking, feeling, and reacting to various situations and actions." - *Kluckhohn and Kroeber*
- Culture is the shared understandings people use within a society to align their actions. - *Becker*

CULTURE DEFINED

Excerpt from *Many Colors*:

"It is a human attempt to understand the world around us. It is the programming that shapes who we are and who we are becoming. It is a social system that is shaped by the individual and that also has the capacity to shape the individual. But is also the presence of God, the image of God, the mission of God found in the human spirit, soul and social system." - *Rah*

CULTURE DEFINED (LIVERMORE, 83)

- Culture represents the way a group of people organize their ideas and hence their lives i.e. cultural artifacts, cultural values and assumptions. - *Livermore*
- Our goal is to become more aware of the part of the cultural "iceberg" submerged below the surface of the water.
- How do you define culture?
 - Religious Beliefs
 - Ethnicity and Customs
 - Societal Values
 - Food and movies



MULTICULTURALISM IN NA

- Review and discuss findings of *Multiculturalism in Canada and the United States: Immigration Patterns and Observations for Multi-ethnic Congregations* (Please refer to handout)
- Other documents of interest:
 - *The Global Religious Landscape*, Pew Research Centre, December 2012
 - *Faith on the Move*, Pew Research Centre, March 2012
 - *Immigration and Ethnocultural Society in Canada*, Statistics Canada, November 2011
- What does the growing multi-cultural society of Canada mean to you?
- How will the growing multi-cultural society of Canada impact your small groups?

#1: EMBRACE GOD'S HEART FOR THE NATIONS

- Ruth 1: 16-18
- Isaiah 55:5; 56:4-8
- Matthew 28:19-21
- Acts 10:34
- Galatians 3:26-29
- Ephesians 2:11-22
- Ephesians 4:4-6
- Colossians 3:11
- Revelation 5:9
- Revelation 7:9

#2: GROW YOUR CULTURAL INTELLIGENCE

- "Our goal is not simply to learn more about different cultures, nor is it just to become better at "navigating cultural differences." We must actually become multicultural people so that we might better express love cross-culturally." (Livermore, 12)
- Refer to "Guidelines for Gatineau immigrants raise eyebrows" (CTV.ca)
- Become multicultural people by increasing our cultural intelligence quotient

#2: GROW YOUR CULTURAL INTELLIGENCE

- Knowledge CQ: Understanding cross-cultural issues and differences (socioethnic, organizational, generational, language, values)
 - *Reflect on the cultural values at work in how the Other behaves. Think about what your own behaviour reveals about your values.*
- Interpretive CQ: The degree to which we're mindful and aware when we interact cross-culturally (awareness and empathy, bounded and centered sets, category width)
 - *Think about things you once had in your right-versus-wrong categories that aren't so clear to you anymore. Discuss shifts that have occurred in your way of seeing what's right, what's wrong, and what's grey.*

#2: GROW YOUR CULTURAL INTELLIGENCE

- **Perseverance CQ:** Our level of interest, drive and motivation to adapt cross-culturally (honest reflection)
 - *What are some of the cross-cultural dynamics you experience that make you uncomfortable? How do you react to this discomfort? What's behind your discomfort? What does it look like for you to persevere through this discomfort?*
- **Behavioural CQ:** The extent to which we appropriately change our verbal and nonverbal actions when we interact cross-culturally (flexing or not flexing)

#2: GROW YOUR CULTURAL INTELLIGENCE

- *Understanding (knowledge CQ) plus going deep (interpretive CQ) combined with God-honouring motivation (perseverance CQ) leads to action (behavioural CQ) – Livermore, 240*
- **Five attitudes**
 - Do an anthropological dig in your own soul
 - Root your view of the other in the "imago Dei"
 - Seek first the Kingdom of God
 - Live up close
 - Make a plan

#3: BE ORGANIC NOT ORGANIZED

Myth: You can structure multicultural small groups

Realities we work with:

- Individualist and Collectivist (value)
- High-context and Low-context (relationships)
- High-power and Low-power distance (authority)
- Ambiguity and Clarity (communication)

#3: BE ORGANIC NOT ORGANIZED

Case Study: The Life Centre

Three principles:

- Embracing and integrating the “nations” is in the DNA of the church;
- Small groups is a key ministry of the church i.e. the third leg;
- Incorporate the “empty chair” principle.

#3: BE ORGANIC NOT ORGANIZED

- Prepare ourselves for cross-cultural encounters
- Engage or immerse ourselves in a cross-cultural encounter
- Realize the power of
 - Love
 - Generosity
 - Sharing (meals, experiences, etc.)

#4: INCORPORATE GLOBAL THEOLOGIES

- Learn to incorporate other cultural forms of Christian worship into our small group time;
- Encourage the “nations” to contribute to our understanding and interpretation of God’s Word;
- Develop and incorporate an empathy and understanding of ethnicity, class, displacement and beliefs into group discussions (framework for defining culture)
