

# Building Intercultural Competence for Ministers

## Module 1

Frame Issues of Diversity Theologically in Terms of the Church's Identity and Mission to Evangelize

### Goals

1. To better understand the meaning and purpose of both evangelization and the New Evangelization
2. To examine the U.S. prevailing culture in light of the New Evangelization
3. To explore key ethnic and cultural groups in the Church as well as the opportunities and challenges these present for the New Evangelization
4. To understand the meaning of inculturation, or evangelization of cultures

### Outcomes

1. Ability to articulate an understanding of the Church's mission and identity in terms of evangelization and its relation to the New Evangelization
2. Familiarity with the basic elements of evangelization in terms of "four pillars" and examples of how evangelization engages individuals and cultures in today's world.
3. A grasp of the theological foundations for the Church's mission to evangelize in Scripture, tradition and contemporary Church teaching.

## Module 2

Seek an Understanding of Culture and How It Works

### Goals

1. To familiarize participants with the basic concepts that underlie intercultural competence: concepts of culture; dimensions of interculturality (knowledge, skills, and attitudes); and different indices for understanding culture
2. To develop the communication skills needed to function in different kinds of cultures

### Outcomes

1. Define culture and identify ways in which culture influences communication.
2. Understand how cultures differ beneath the surface and how cultures respond differently to similar situations.
3. Create a framework of ideas that can be applied to understanding the major concepts of intercultural communication.

## Module 3

Develop Intercultural Communication Skills in Pastoral Settings

### Goals

1. To introduce participants to how groups from collectivist and individualist perspectives see themselves and how they view groups constituted differently from themselves
2. To indicate how these different perceptions affect meetings where groups from different perspectives need to interact
3. To outline some of the cultural features that play into intergroup conflict and how these features might be addressed

**Outcomes**

1. Develop practical knowledge about intercultural communications in pastoral settings.
2. Increase awareness of how to communicate effectively with persons and groups in cultures other than one's own.
3. Use modes of communication that are proper to the culture being addressed.
4. Lead, discuss, and make decisions using culturally appropriate processes with intercultural groups.
5. Apply basic skills in conflict resolution.

**Module 4**

Expand Knowledge of the Obstacles That Impede Effective Intercultural Relations

**Goals**

1. To identify the processes of in-group and out-group perception and behavior
2. To examine the ways we view the "other"
3. To explore the dynamics of racism and better understand its effects on its victims
4. To learn how to positively influence the healthy dynamics of living together in community

**Outcomes**

1. Increased awareness of the presence of racism in intercultural relationships and how it affects those relationships
2. Increased knowledge and understanding of racism
3. Renewed willingness to confront one's own experiences of racism
4. Acknowledgement and ownership of one's feelings about racism
5. Strengthened resolve to find one's voice to speak out against racism

**Module 5**

Foster Ecclesial Integration Rather Than Assimilation in Church Settings with a Spirituality of Hospitality, Reconciliation, and Mission

**Goals**

1. To experience a spirituality that supports intercultural ministry and reconciliation
2. To focus on the developmental process for ecclesial integration and inclusion, specifically in diverse parish settings, including competencies for
  - a) Building relationships
  - b) Effective communication
  - c) Decision making
3. To identify models for effective pastoral responses, principles, and practices that shape fruitful ministry in intercultural settings

**Outcomes**

1. Demonstrate a clear understanding of the principle of ecclesial integration versus assimilation.
2. Identify different parish models in the context of cultural diversity and a spirituality of mission and reconciliation.
3. Apply the developmental process of ecclesial integration and its five principles to one's own parish or Catholic institution.