

INTERCULTURAL COMPETENCY STAGES – CONGREGATIONAL ASSESSMENT

Monocultural

Multicultural

Multicultural & Intercultural

	Exclusive	Club	Open	Awakened	Reforming	Transforming
	One cultural grouping intentionally cultivates a monocultural environment	One cultural grouping maintains cultural dominance and decision-making power	Desires inclusivity, but unaware of behaviors that maintain privileges of the dominant cultural group	Sensitive to discriminatory behaviors; sees need for intentional intercultural dialogue.	Moves beyond tolerance and awareness to acceptance and <i>anticipation</i> .	Mutuality is central to congregational identity; reflecting an <i>intercultural disposition</i> at every level.
LEADERSHIP	Ethnically and culturally homogenous	Tolerates diversity without encouraging it	Welcomes diverse presence	Seeks diverse involvement	Recognizes need for diverse structures and policies	Reciprocal edification and deference
WORSHIP	Enthusiastically promotes a cultural worship identity	Expects acceptance of a particular cultural expression	Occasionally uses “ethnic” music and people	Seeks to accommodate “alternative” cultural expressions	Learning to appreciate multicultural expressions	Mutual enrichment through varied cultural expressions
FELLOWSHIP	Active, intentional separation	Cultural assimilation is expected	Minorities treated as guests	Cultural “mixing” encouraged	Recognizing same culture incompleteness	Fluid, interactive ethnic and cultural exchange
DISCIPLESHP	Enculturated distrust of “otherness”; exalting same culture identity	Assuming the “right” to embrace one’s cultural identity	Sees ‘colorblindness’ as desirable, without realizing its paternalism	Recognizing & embracing the cultural breadth of authentic Christianity	Relinquishing the “right” to embrace one’s cultural identity	Exalting Christ above all competing cultural identities
FRIENDSHIP	Intentionally exclusive associations	Exclusive networks seen as sufficient	Occasional cultural “experiences”	Seeking diverse opportunities and connection	Finding joy and trust in diverse relationships	Diverse connectedness adds value to our lives