

Kaleidoscope Institute

What is competent leadership in a diverse, changing world?

1. Self-awareness—deep understanding of one’s cultural values, strengths and weakness, and the privilege and power that come with one’s roles and cultural background
2. Appreciation of differences as opportunities, rather than as problems
3. Commitment to pluralistic understanding of issues while being able to make faithful decisions
4. Active theological reflection on diversity issues as they relate to oneself, others, and one’s community and creation
5. Discipline in applying appropriately skills, models and theories that will increase the inclusiveness of various situations
6. Ability to guide and support a community to move toward change faithfully in response to its changing environment.

MODULE I

- Respectful Communications Guidelines
- Mutual Invitation
- Community Bible Study

MODULE II

- Who Am I?
- Cultural Make-up
- Iceberg Analogy of Culture
- Table Exercise

MODULE III

- High/Low Context Communication Styles Presentation
- Facilitation of self-assessment, small-group sharing and large-group debriefing

MODULE IV

- What Color Should the Church Be? – Roleplaying and Debriefing
- Power Distance Presentation

MODULE V

- Pentecost—Debriefing of Bible Study
- Power Analysis
- Gospel Cycle of Living

MODULE VI

- Bennett’s Intercultural Sensitivity Stages
- *Band-Aid* – Play and debriefing
- Facilitate exercise and discussion on “privileges”

MODULE VII

- Photolanguage
- Steps from Stereotype to Destructive “Isms”

MODULE VIII

- Exclusive Boundary Function
- Inclusive Boundary Function
- How to Create a Grace Margin

MODULE IX

- Exploring the History of Your Church – timeline
- Is Your Church’s Ministry Balanced? -- Three-legged Stool
- Life Cycles of a Congregation and Church Sizes
- Linking this to the future of the church

MODULE X

- Process for Planned Change
- Overview presentation
- Presentation and facilitation of each step