Clergy and Cultural Intelligence: Context, Formation Pathways and Prospective Outcomes
Context: Migration Transforming Christian Communities
Of the 36% of church attenders in 2016 who were born overseas, 27% were born in a non-English speaking country (up from 18% in 2006).

Some 9% of attenders were born in another country where English is the main language.

Table 3. The Percentage Change in Numbers of People Identifying with Various Denominations between 2006 and 2016, compared with the Percentage Change if Numbers Had Not been Boosted by Immigration during that Period

<table>
<thead>
<tr>
<th>Denomination</th>
<th>Percentage Change 2006 to 2016</th>
<th>Percentage Change 2006 to 2016 if No Immigration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anglican</td>
<td>-16.6%</td>
<td>-19.3%</td>
</tr>
<tr>
<td>Baptist</td>
<td>9.0%</td>
<td>-5.5%</td>
</tr>
<tr>
<td>Brethren</td>
<td>-28.1%</td>
<td>-30.8%</td>
</tr>
<tr>
<td>Catholic</td>
<td>3.2%</td>
<td>-4.0%</td>
</tr>
<tr>
<td>Churches of Christ</td>
<td>-27.7%</td>
<td>-32.8%</td>
</tr>
<tr>
<td>Jehovah's Witnesses</td>
<td>2.0%</td>
<td>-4.8%</td>
</tr>
<tr>
<td>Latter-day Saints</td>
<td>15.9%</td>
<td>-3.6%</td>
</tr>
<tr>
<td>Lutheran</td>
<td>-30.7%</td>
<td>-32.5%</td>
</tr>
<tr>
<td>Eastern Orthodox</td>
<td>-7.6%</td>
<td>-11.4%</td>
</tr>
<tr>
<td>Pentecostal</td>
<td>18.7%</td>
<td>0.7%</td>
</tr>
<tr>
<td>Presbyterian &amp; Reformed</td>
<td>-11.7%</td>
<td>-18.3%</td>
</tr>
<tr>
<td>Salvation Army</td>
<td>-23.8%</td>
<td>-25.0%</td>
</tr>
<tr>
<td>Seventh-day Adventist</td>
<td>13.9%</td>
<td>-2.0%</td>
</tr>
<tr>
<td>Uniting Church</td>
<td>-23.4%</td>
<td>-25.4%</td>
</tr>
</tbody>
</table>

Source: Population Census 2016 and Census 2006, calculations from figures provided in Time Change Profile for Australia.
Multicultural leadership is “an inclusive approach and philosophy that incorporates the influences, practices, and values of diverse cultures in a respectful and productive manner” (Bordas, 2007, 8).
Cultural Intelligence is Required

The capability to function effectively across various cultural contexts (national, ethnic, organizational, generational, etc).

Clergy and Cultural Intelligence: A Study of the foundational capacity of clergy to function effectively as multicultural leaders within the Baptist and Uniting Church denominations in South Australia
1. Support for Multicultural Church

Through Acknowledging Core Beliefs

- The Bible provides the foundation to build a truly multicultural church (N=68)
  - 60% strongly agreed
  - 96% all categories agreed

- All local congregations should be truly multicultural (N=55)
  - 60% agreed

- God intended the local church to be truly multicultural in its life and practice, not just multiethnic (N=64)
  - 70% agreed

- Being in a multicultural church context will grow and impact my own personal faith and theology (N=67)
  - 51% strongly agreed
  - 96% agreed

- Church should celebrate difference within their community (N=68)
  - 57% strongly agreed
  - 97% agreed

- People from the nations can share their gifts and enhance the vision and experience of the local congregation (n=68)
  - 60% strongly agreed
  - 97% agreed

- Racial reconciliation is important for the communication of the gospel (N=68)
  - 50% strongly agreed
  - 94% agreed

- The local church should promote and facilitate authentic racial reconciliation and Forgiveness (N=67)
  - 52% strongly agreed
  - 97% agreed

- Despite diversity within a local congregation, unity can occur (N=66)
  - 61% strongly agreed
  - 100% agreed
THE POTENTIAL DIVERGENCE

1. Support for Multicultural Church

- Through Acknowledging Core Beliefs
- Through Non-Approval of the Homogenous Unit Principle
THE POTENTIAL DIVERGENCE

1. Support for Multicultural Church

- Through Acknowledging Core Beliefs
- Through Non-Approval of the Homogenous Unit Principle
- Through Clergy’s Supportive Statements
Quote 1 (Essential Nature)
The multicultural church concept has the potential to demonstrate to the world how the love of Christ can unite people and grow their relationship towards one another through their common purpose.

Quote 2 (Benefits)
Multicultural community brings many facets of 'experimenting' (sic) God and worship in an exciting environment.
Quote 3 (Unity)
In a context of mutual love, people of different cultures enhance and enrich the unity in diversity of a local church.

Quote 4 (Long for Deeper Experience)
I long for a day when 'multicultural' is irrelevant because we are all engaged in each others' lives and nothing is ‘different’ because all are normal and accepted.
THE POTENTIAL DIVERGENCE

1. Support for Multicultural Church

➢ Through Acknowledging Core Beliefs
➢ Through Non-Approval of the Homogenous Unit Principle
➢ Through Clergy’s Supportive Statements
THE POTENTIAL DIVERGENCE

1. Support for Multicultural Church

2. Moderate Self Assessment of Cultural Intelligence
<table>
<thead>
<tr>
<th>Cultural Intelligence Overall Classification</th>
<th>Mean Scores</th>
<th>Number of Clergy</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. React to External Stimuli</td>
<td>0.00 to 2.79</td>
<td>2</td>
</tr>
<tr>
<td>2. Recognize Other Cultural Norms, Motivated to Learn</td>
<td>2.80 to 4.19</td>
<td>17</td>
</tr>
<tr>
<td>3. Accommodate Other Cultural Norms in Your Thinking</td>
<td>4.20 to 5.59</td>
<td>40</td>
</tr>
<tr>
<td>4. Adjust to Other Cultural Norms in Behaviour</td>
<td>5.60 to 6.99</td>
<td>7</td>
</tr>
<tr>
<td>5. Automatically Adjust Thinking and Behaviour when Getting Appropriate Cues</td>
<td>7</td>
<td>2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>68</strong></td>
<td></td>
</tr>
</tbody>
</table>
1. Support for Multicultural Church

2. Moderate Self Assessment of Cultural Intelligence

3. Cross-Cultural Experience – Diverse but Limited Overall
REALIZING THE VISION

1. Theological Formation Education within an Interculturality Framework

- Core Elements of Support for Multicultural Church
- The Biblical Foundation, eg Revelation 7
- Theology of Cultural Intelligence
REALIZING THE VISION

1. Theological Formation Education within an Interculturality Framework

2. Cultural Intelligence Education within a Theological Framework
ADDRESSING THE DIVERGENCE

1. Theological Formation Education within an Interculturality Framework

2. Cultural Intelligence Education within a Theological Framework

3. Interculturality Experiential Formation
SIGNIFICANT EXPERIENCE

➢ Engaging Global Mission – Pray/Promote
➢ Living Overseas for Extended Period
➢ Intentional Educational Short-Term Trips
➢ Having a Cross-Cultural Mentor
➢ Interculturality Debriefing Sessions
ADDRESSING THE DIVERGENCE

1. Theological Formation Education within an Interculturality Framework

2. Cultural Intelligence Education within a Theological Framework

3. Interculturality Experiential Formation

4. Language and Multilingualism
PROSPECTIVE OUTCOMES

1. Authentic Multicultural Faith Communities Will Emerge

2. Fosters Intercultural Negotiation and Trusting Decision Making

3. Greater Job Satisfaction For Clergy
Clergy and Cultural Intelligence: Context, Formation Pathways and Prospective Outcomes