

Clergy and Cultural Intelligence: Context, Formation Pathways and Prospective Outcomes



Context: Migration Transforming Christian Communities



CROSS
culture



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.

<https://www.ncls.org.au/news/country-of-birth>

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

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

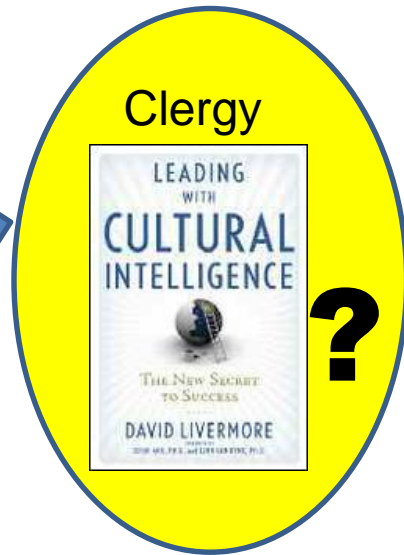
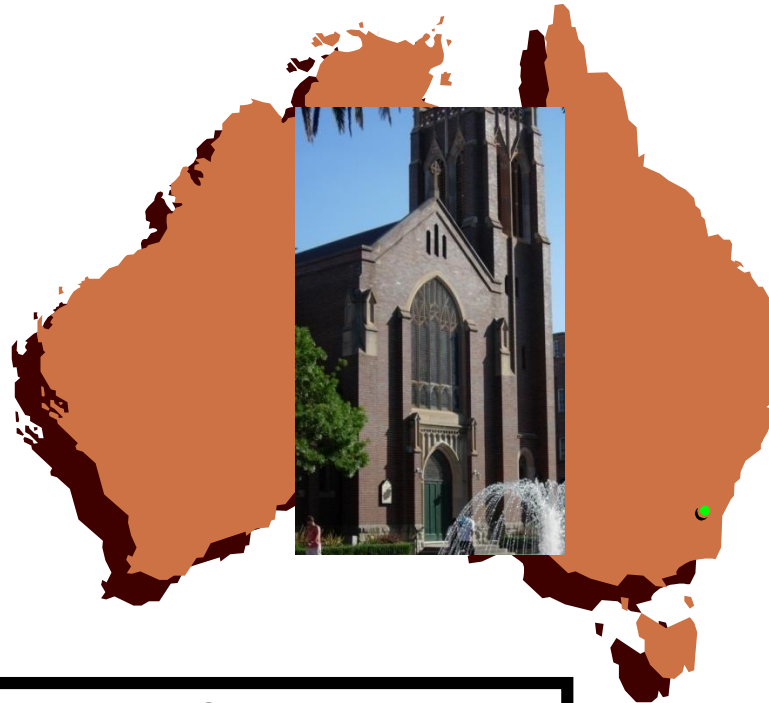
Source: Population Census 2016 and Census 2006, calculations from figures provided in Time Change Profile for Australia.

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).

Soon Ang and Linn Van Dyne, “Conceptualization of Cultural Intelligence” in *Handbook of Cultural Intelligence: Theory, Measurement, and Applications* (Armonk, NY: M.E. Sharpe, 2008), 3.



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

THE POTENTIAL DIVERGENCE

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

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- 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.

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THE POTENTIAL DIVERGENCE

1. Support for Multicultural Church

2. Moderate Self Assessment of Cultural Intelligence

Cultural Intelligence Overall Classification	Mean Scores	Number of Clergy
1. React to External Stimuli	0.00 to 2.79	2
2. Recognize Other Cultural Norms, Motivated to Learn	2.80 to 4.19	17
3. Accommodate Other Cultural Norms in Your Thinking	4.20 to 5,59	40
4. Adjust to Other Cultural Norms in Behaviour	5.60 to 6.99	7
5. Automatically Adjust Thinking and Behaviour when Getting Appropriate Cues	7	2
	Total	68

THE POTENTIAL DIVERGENCE

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

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