

Diverse Presbyteries

Creating and Sustaining a Multicultural Environment

What do we mean?

Multicultural Toleration

Different cultures co-existing

Characterized by: respect and hospitality, but limited ("tourist" level) exchange

What do we mean?

Cross-cultural Understanding

Different cultures interacting in order to know and understand each other

Characterized by: the desire for mutual understanding; knowledge of others' as well as one's own culture

What do we mean?

Intercultural Transformation

Different cultures intentionally interacting with openness to being changed by others

Characterized by: openness to new ways of being the church

What do we mean?

**Multicultural
Toleration** // **Cross Cultural
Understanding** // **Intercultural
Transformation**

Social Media Revolution

<http://www.youtube.com/watch?v=x0EnhXn5boM>

3 Ps

Policies

Processes

Practices

William Bridges

Managing Transitions: Making the most of change

Purpose

Picture

Plan

Place

Augsburger

Conflict Mediation Across Cultures

Does this culture value and prefer:

- direct or indirect ways of interaction?
- confrontational or non-confrontational ways of interacting?
- face-based or non-face-based ways of interacting?
- explicit or subtle ways of communicating?
- individualistic or collectivistic ways of being?

Polarity Management: Reframing Differences



A

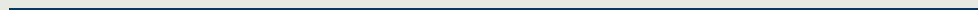


B

BUT



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