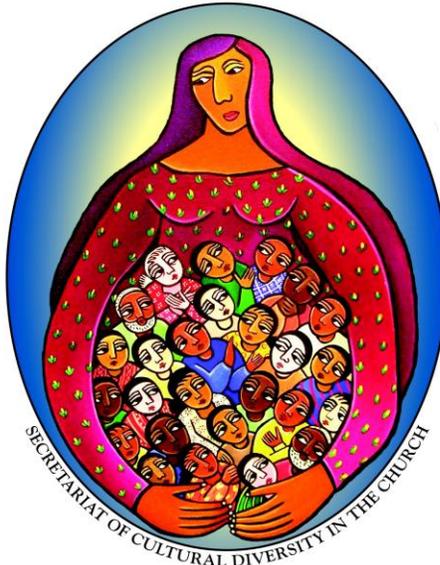


# INFORMATION PACKET



## **Building Intercultural Competence for Ministers**

**Training Workshop  
Mexican American Catholic College  
December 4-6, 2012  
San Antonio, TX**

*Presented by the USCCB's  
Secretariat of Cultural Diversity in the Church  
<http://www.usccb.org/scdc/>*

## **Background and Overview**

One of the five priorities selected by the bishops for action in 2008 was the **Recognition of Cultural Diversity with an Emphasis on Hispanic Ministry**. The first project approved by the bishops is the dissemination of Guidelines on Intercultural Competency for Ministers throughout the country.

For years, there have been serious efforts to address the need for intercultural competence by some (arch) dioceses, as well as Catholic organizations and institutes. Nevertheless, there has not been a concerted national effort, authorized and sponsored by the bishops, to address the need for intercultural skills for carrying out all ministries. Meanwhile, the urgency of such an initiative has grown exponentially as the numbers of Hispanic and other groups of non-European origin increase in parishes, dioceses, seminaries, schools, and Catholic organizations throughout the country. Priests, religious, and lay ministers often find themselves serving a wide range of faithful from diverse cultures with which they have little or no familiarity.

In addition, the need for intercultural skills and theological background in the evangelization of cultures flows from the Magisterium's emphasis on the Church's mission to evangelize since Vatican II, under Popes Paul VI, John Paul II, and Benedict XVI. Pope Benedict recently summoned the Church to engage in the New Evangelization, especially in the more secularized European and North American contexts, creating the Pontifical Council for the New Evangelization. Insight into faith and culture is a fundamental requirement for the effective pursuit of the Church's mission.

### **Goals and Objectives of the Training the Trainers Program**

The goal of the Committee on Cultural Diversity in the Church is that ministry leaders who attend these trainings increase their capacity to welcome, receive, and encourage all emerging cultural groups to assume their role of leadership in the Church and, in turn, to train other ministry leaders to do the same.

This formation program aims to prepare ministry leaders to:

1. Articulate the general outlines of a theology and spirituality of ministry in intercultural settings, including the manner in which the Magisterium understands the concepts of evangelization, the New Evangelization, and inculturation.
2. Increase awareness regarding how to communicate *appropriately* with persons and groups in cultures other than one's own.
3. Increase awareness regarding how to communicate *effectively* with persons and groups in cultures other than one's own.
4. Gain the ability to identify and articulate patterns of prejudice that impede intergroup interaction.
5. Provide a rationale for the inclusion and integration of diverse cultural groups into the life and mission of the parish and diocese.
6. Teach the content of the five modules with confidence.
7. The Training of Trainers Workshop provides an opportunity for ministers to attain a foundational *first* level of competence in intercultural relations and communications. It is also designed to orient trainers to methodology, strategies, and activities suited to teach the content of the program.

## Content

The Training of Trainers workshop will cover the five learning modules of the Guidelines on *Building Intercultural Competence for Ministers*:

1. Frame issues of diversity in terms of the Church's identity and mission to evangelize
2. Seek an understanding of culture and how it works
3. Develop intercultural communication skills in pastoral settings
4. Expand one's knowledge of the obstacles which impede effective intercultural relations
5. Foster ecclesial integration rather than assimilation in Church settings, with a spirituality of reconciliation and mission.

## Sample Training Schedule

Schedule is for information only. Specific times are subject to change.

### **Day One - Tuesday, December 4**

8:00 AM - Registration and Morning Hospitality

8:15 AM - Opening Prayer

8:30 AM - Welcome

9:00 AM - Introduction to BICM

9:15 AM - *Module 1 - Frame Issues of Diversity Theologically in Terms of the Church's Identity and Mission to Evangelize*

10:30 AM - Break

10:45 AM - *Module 1 continues*

12:15 PM - Lunch

1:15 PM - *Module 2 - Seek an Understanding of Culture and How it Works*

2:30 PM - Break

2:45 PM - *Module 2 continues*

4:15 PM - Closing Prayer

### **Day Two - Wednesday, December 5**

8:00 AM - Registration and Morning Hospitality

8:15 AM - Morning Prayer

8:30 AM - *Module 3 - Develop Intercultural Communication Skills in Pastoral Settings*

- 10:00 AM - Break
- 10:15 AM - *Module 3 continues*
- 11:45 AM - Participants' Feedback and Comments
- 12:15 - Lunch
- 1:15 PM - *Module 4 - Expand Knowledge of Obstacles That Impede Effective Intercultural Relations*
- 2:30 PM - Break
- 2:45 PM - *Module 4 Continues*
- 4:15 PM - Closing Prayer

**Day Three - Thursday, December 6**

- 8:00 AM - Morning Hospitality
- 8:15 AM - Morning Prayer
- 8:30 AM - *Module 5 - Foster Ecclesial Integration with a Spirituality of Hospitality, Reconciliation, and Mission*
- 10:15 AM - Break
- 10:30 AM - *Module 5 continues*
- 12:15 AM - Lunch
- 1:15 PM - *Liturgy in BICM*
- 2:00 PM - *Teaching BICM*
- 3:30 PM - Wrap Up/Evaluation
- 3:45 - Break/Preparing for Liturgy
- 4:00 PM - Eucharistic Liturgy

## Methodology

The structure of this training of trainer's workshop assures a "multiplier effect." The trainers will complete the program and, upon return to their diocese, will train others in the material. Adult and experiential learning principles and techniques are the basic methodologies, because these are suited for effective behavioral training goals. They encourage participants to practice and refine skills and processes. The program also uses participatory learning strategies like group discussion, role-playing, games, simulations, and case studies.

## Outcomes

### Short Term Benefits

- Participants who attend this training program will be able to network with other ministry leaders in order to form an intercultural competence training team in their diocese, entity, or organization.
- Access to educational resources about intercultural competency.

### Long Term Benefits

- Growth in one's own capacity to help parishes, schools, local ministries, and national organizations tap into the vitality of emerging new groups.
- The ability to form/train others serving in leadership roles for dioceses, parishes, and national organizations to incorporate the gifts of other cultures and advance the process of giving and receiving among all God's people.
- Establish a foundation for mutual acceptance and trust among diverse communities present in the diocese.

## Information on Costs

The Committee on Cultural Diversity in the Church (CDC) places a high value on this formation program and its potential impact on the whole Church. It is partnering with arch/dioceses, national organizations, and other entities to make the program available and affordable to various participants.

The Secretariat of Cultural Diversity assumes the cost of program design and materials, as well as travel and stipends for the instructional team for this regional workshop. MACC and the Archdiocese of San Antonio are also offering some in-kind contributions and sponsoring local staff members.

Limited funding is available for scholarships. If you need assistance to attend this training, please contact Mary Ellen Davey at the Secretariat of Cultural Diversity in the Church *immediately*. Email: [mdavey@usccb.org](mailto:mdavey@usccb.org) or phone: 202-541-3350.

Participants are responsible for the cost of traveling to and from San Antonio. The cost of the workshop's handbook and materials is included with your registration fee.

The following packages are available to participants.

<b><u>Option A</u></b>	<b>Commuter Package</b>
Registration fee:	\$100
Meals:	\$ 60 (\$20 per person for 3 days)
<b>Total Commuter Package:</b>	<b>\$160</b>

<b><u>Option B</u></b>	<b>Overnight Package</b>
Registration fee:	\$100
Lodging at MACC:	\$120 (\$40/ person per night x 3 nights)*
Meals:	\$ 60 (\$20 per person for 3 days) **
<b>Total Overnight Package:</b>	<b>\$ 280</b>

\*Check-in Monday, December 3; check-out Thursday, December 6; for additional nights add \$40 per night.

\*\*Dinner on Thursday, December 6 not included.

## Contact Information

To register, please go to <http://www.maccsa.org/bicm/>

If you have questions regarding registration, please contact Alma Alvarado at MACC: [alma.alvarado@maccsa.org](mailto:alma.alvarado@maccsa.org) or by phone at (210) 732-2156.

If you have other questions or need additional information regarding this program, please contact:

### **Archdiocese of San Antonio**

Rosio Gonzalez

Email: [rosio.gonzalez@archsa.org](mailto:rosio.gonzalez@archsa.org)

Telephone: (210) 734-2620 Ext. 1212

### **Secretariat of Cultural Diversity in the Church, U.S. Conference of Catholic Bishops**

Mary Ellen Davey

Telephone: (202) 541-3350

Email: [mdavey@usccb.org](mailto:mdavey@usccb.org)

Website: <http://www.usccb.org/scdc/>