

Intercultural Ministry Report to Synod 2022

Since the Synod establishment of the Synod's strategic priorities for the period 2016-2022 the Intercultural Ministry has organised programs/activities in cognizance of the strategic priorities of the Synod which included a commitment to prioritize 'culturally diverse mission and ministry'. It has focussed working in strong relationships with presbyteries, other Synod based ministries / eLM, the Synod Intercultural Forum and other networks.

Some of the main areas of focus has been

- Foster and develop the capacity of the Church's ordained and lay leadership for the intercultural reality of the UCA
- Developing leadership learning and development strategies, plans and programmes to enhance leadership capacity within CALD communities
- Support, mentor, and resource CALD leadership
- Advocate for the needs of Non English Speaking ministers throughout the Synod
- Liaise with Presbyteries, placements processes, and other networks to ensure understanding of the needs of CALD leaders and communities
- Resource the Synod Intercultural Forum
- Walking together with the first peoples by engaging with their stories
- Learning from Ecumenical and International partners
- Networking with eLM staff to resource as well as to be resourced in offering learning programmes

The pandemic restricted the face to face meetings with Ministers and lay leaders. However online platforms helped working pastorally and supportively with CALD ministers. Importance was given to identifying learning and leadership development needs, creating, and directing towards learning opportunities, and liaising across the life of the Synod with a view to ensuring that the Strategic Priority is 'localised' at the level of specific ministers, lay leaders and their ministry contexts.

Net working too provided challenges due to the pandemic, but significant work has been done within the Synod structures representatively and collaboratively, especially representing the insights, needs and challenges of the CALD community through networking and formal representation, (eg. Placements Committee and Executive, the Synod Intercultural Nominations Panel, in the Pilgrim Formation Programme and in partnership with eLM colleagues). An Intercultural workshop 'Navigating the landscape – Building Intercultural Communities' was held to resource both lay and ordained leadership which was well attended.

Learning from international and ecumenical partners to understand best practice across ecumenical and international borders to inform intercultural ministry was enhanced by online seminars and training. The 'Forum for Intercultural Leadership and Learning' of the Canadian Council Churches continue to offer resources and seminars which has been beneficial.

The Synod Intercultural Forum Steering Committee has continued to be an active forum to discuss Intercultural Ministry in our Synod and offer feedbacks and engage with diverse Synod bodies. The Intercultural Leadership Development and the Intercultural Communities Development roles have resourced the forum. The Steering committee has met several times to discuss Intercultural issues and has had consultations with the Moderator, Synod business committee, Synod worship convenor, and the Ministry and Mission committee. The Intercultural Seminar and the forum meeting were well attended. The seminar with Rev Dr Garry Deverell was well attended and the Annual meeting of the forum provided those present to engage with Intercultural issues in the Synod. It has been noted that the forum lacks young people's participation whose voices are crucial. More lay men and women representation is also needed to bring lay perspectives into the intercultural ministry.

The Synod Intercultural Nominations panel met twice to recommend names to Synod committees. This panel which was established to enhance the participation of CALD members in the Synod committees will now become part of the newly established Synod Nominations Panel.

Some of the challenges that the Intercultural work has faced has been due to the pandemic. For many leaders navigating the changing dynamics and caring for the communities of faith took prominence over addressing some of the present and future challenges in ministry. Presbyteries also had to continuously resource ministry agents and congregations through those very difficult times. However some Presbyteries have been able to engage with intercultural ministry which is encouraging.

Going into the future the following are some of the priorities are to work with Presbyteries for there is much that needs to be done at Presbytery level. Some of the areas that need addressing are

1. Mentoring CALD ministers especially those in specific cultural congregations
2. Mentoring CALD ministers coming into a presbytery
3. Enhancing intercultural competency of (all) Ministry leadership
4. Resourcing Ministry leadership in forming vibrant intercultural congregations
5. Addressing theological diversity and culturally formed leadership
6. Resourcing ongoing formation of CALD leadership (ordained and lay) for ministry in the UCA

Collaboration and networking with and across the Synod staff and streams has been valuable and are ongoing. The Intercultural and Inter generational network has met to inform, offer perspectives and explore opportunities to work collaboratively. More such networking are planned for the year ahead to offer resources to benefit the culturally diverse leadership of the Church.

The work of the Intercultural ministry to help the Church to be intentionally intercultural and value and celebrate diversity continues.

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