

## **CROSSING BRIDGES RETREAT**

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A Proposal for a Three Phase Cross-Cultural/Cross-Racial Competency Training

### **Rationale**

Demographic studies in the United States show that our population is increasingly becoming diverse. Especially in Southern California and in the California-Pacific Annual Conference, we are experiencing cultural and racial diversity as the norm, and not the exception to the rule. In light of this highly cultural, racial and ethnic diversity there is great need to provide training in cross-cultural/cross-racial competency, so that we can better develop a sense of community across and within ethnic/cultural/racial lines.

### **Cal-Pac Camps Interest & Involvement**

For the past few years, programming through Cal-Pac Camps has been driven, determined and defined by four specific value vectors: to be Christ-centered, to be program-driven, to be relationally-based and to be culturally-relevant. Based on these value vectors, the Program Council of the Board of Camping, Outdoor and Retreat Ministries came up with six new program initiatives, one of which is this particular program to enhance cultural competency.

Since the establishment of this program initiative, the Rev. Samuel Yun, Director of Program Development has been in conversation and consultation with an organization called, The Intercultural Leadership Institute, based in Northern California. Although this group's reach is interdenominational, they are working primarily with United Methodist churches and leadership to offer training in cross-cultural competency. They have developed training modules and resources as well as have developed actual trainers (a few of which have advance certification in administering cultural assessment tools like the Intercultural Development Inventory). These resources and trainers are of particular interest to Cal-Pac Camps as we plan for the leadership of the "Crossing Bridges Retreat".

### **Partnerships & Involvement of Other Groups**

Because of the high relevance and potentially wide impact of this particular program, Cal-Pac Camps has identified the following groups/agencies as possible partners:

- Conference Ethnic Ministries Committee
- Commission on Religion & Race
- Order of Elders
- Board of Ordained Ministry
- Cabinet and Leadership Team
- Connectional Ministries

### **Detail of Actual Program**

- I. The Crossing Bridges Retreat will be offered in three phases, with each phase targeting different groups.

Phase 1: Offered in late summer/early fall of 2010; targeting pastors and laity in cross-cultural appointment settings.

Phase 2: Offered sometime early Spring prior to Annual Conference in 2011; targeting all conference leadership, including Cabinet, Connectional Ministries Staff and Leadership Team.

Phase 3: Offered in the Fall of 2011; targeting the whole Annual Conference and opening up the invitation to any one who desires to increase their cross-cultural competency.

- II. Program will take place in primarily a retreat setting over the course of three days, two nights (with the understanding that to experience true community along racial/cultural/ethnic lines, we need to “live with and amongst each other”)

Venue is to be determined, but utilizing one of the Cal-Pac Camps sites will have great advantages.

Phase 3 may take place in a “conference like” setting as a whole day retreat.

- III. Leadership and program will be offered by The Intercultural Leadership Institute.

The hope is to have two trainers come down and lead the retreats/sessions for each of the three phases. Leadership will be supplemented by local resources – pastor and lay.

- IV. Program elements will include large group worship/keynotes, small group interaction and detailed, hands-on workshops. Additionally, food and free time will be intentionally designed to help the participants celebrate cultural and ethnic diversity, e.g. having a different menu for each meal that represents a particular culture.

### **Financial Strategy**

The cost of the program will be covered primarily by participant’s registration fees. However, through the partnership of the agencies involved, base funding will be established to subsidize the cost as much as possible. Primary expenses will involve:

1. Leadership – Travel plus Honorarium
2. Actual cost of lodging and meals
3. Resource book / materials

A more detailed budget for this program will be established after we have identified the key partners.

### **Planning Timeline**

Early June 2009 – Planning Task Force Meets to set budget, calendar the phases and determine leadership

August 2009 – Conversation with identified leadership to concretize retreat schedule and program elements

September 2009 – Marketing begins / Second meeting of the Planning Task Force

October 2009 – Retreat program schedule finalized and reviewed by the Board of Camping, Outdoor and Retreat Ministries and other agencies for approval.

November 2009 – Program and schedule is finalized; list of cross-cultural appointments drafted

March 2010 – Meeting with Retreat Leaders from Intercultural Leadership Institute

August/September 2010 - Phase 1 of Crossing Bridges Retreat (Cross-Cultural Appointment settings)

March 2011 – Phase 2 of Crossing Bridges Retreat (Conference Leadership)

September 2011 – Phase 3 of Crossing Bridges Retreat (Conference Wide)

**Miscellaneous Notes:**

- Possible partnership with Claremont School of Theology to offer CEU's
- Proposal for RIM possibility

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