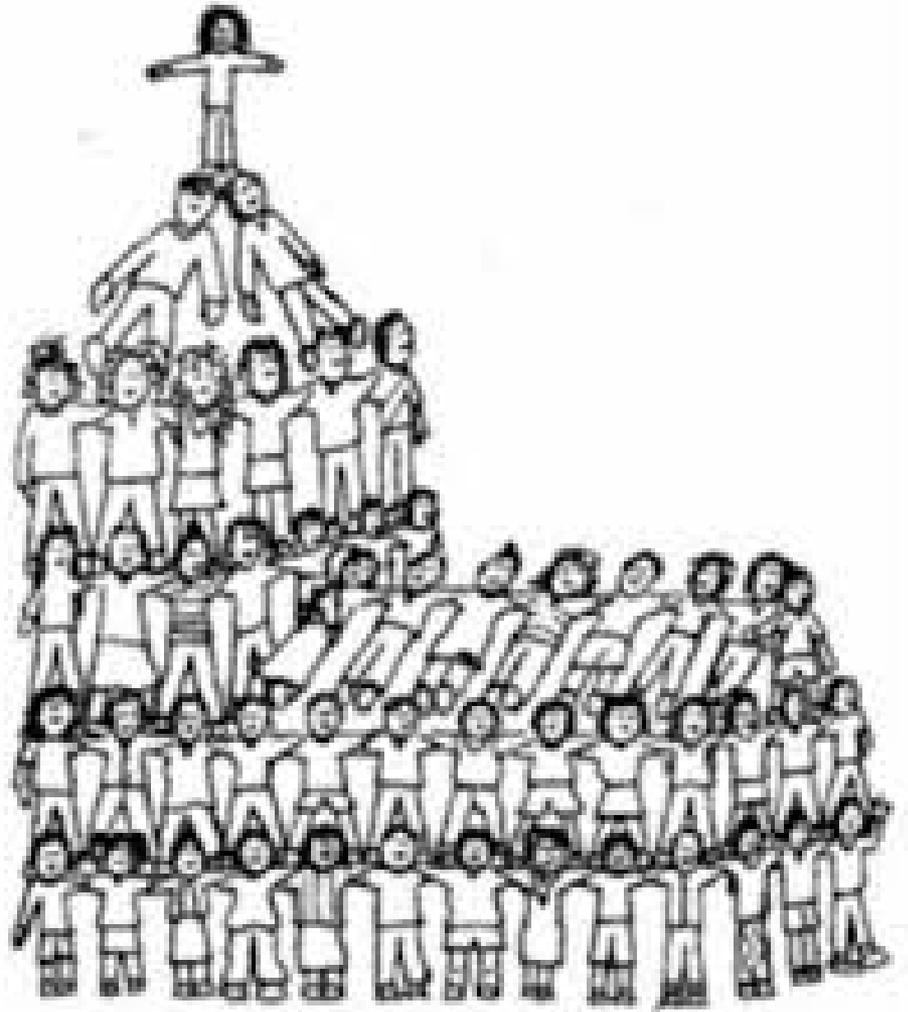


# Final Report of the Intercultural Ministry *Priorities 3 and 4*

Rev. Dong-Chun Seo  
Revised June 2, 2016



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**Please refer to the separate document “Intercultural Ministry Final Report Priorities 1 and 2 – June 2016” for further details on work completed by the Intercultural Minister during 2014-2016**

# Introduction

## **A personal message from the Minister for Intercultural Congregational Development of the South West Presbytery (SWP)**

I am grateful to have had the opportunity to work as the first Minister for Intercultural Congregational Development of the SWP.

There are many people who have contributed to and supported my role Minister for Intercultural Congregational Development. I would like to thank the members of the Intercultural Ministry (ICM) Support Group: Gail Hamblin - in particular for her oversight and project management support, Victor Kitagawa, Rev. Louise Mahood, Barry Rieder, and Rev. Irene Ty, for their advice and guidance throughout this whole process, as well as the members of the Intercultural and Diverse Communities in Ministry (ICDC) Committee. I also appreciate the efforts of Catherine Smith and Henry MacLeod, Co-Chairs of the SWP, in preparing and arranging supports for this role and for their continued hard work. David Allen, staff supervisor, always provided support and encouragement necessary for my ministry through regular supervision. I would also like to thank Connie denBok for her time and kindness in providing valuable review and feedback on this report.

At the same time, I would like to express my gratitude to the individual congregations that participated in the this process - whether through workshops, meetings, or interviews – each of them shared their stories and experiences with me and with each other in a way which enriched this role and this movement in our Presbytery toward ICM.

In addition, I appreciate the help, advice and opportunity to work with several people, in particular: Norm Greene, Minister for Mission; Dale Hildebrand, Conference Personnel Minister; Susie Henderson, staff for Communication and Community Engagement; and the excellent administrative staff in the SWP and Toronto Conference.

Finally, the SWP must be recognized for its vision for ICM and its courage and efforts to create a position of Minister for Intercultural Congregational Development. The SWP has been progressive and forward thinking in applying the General Council's decision to create Intercultural Ministry as an integral element of ministry within The United Church of Canada (UCC). I am very proud to have been part of this first step in our collective Intercultural Ministry journey with all of the members of the SWP.

- Rev. Dong-Chun Seo, June 2, 2016

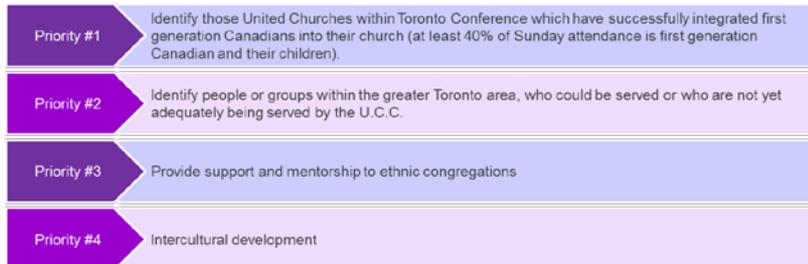
# Executive Summary

This document reflects the final report summarizing the activities and outputs of the work completed by the first Minister for Intercultural Congregational Development in the South West Presbytery.

## The Minister was asked to focus on 4 priorities during the 2 year term – This report will focus on Priorities 3 and 4

Within the role of the Minister for Intercultural Congregational Development the focus of activities was prioritized on first generation Canadians as a beginning, with the intent to benefit other aspects of diversity in the future work of the Presbytery as a whole.

This report focuses on priorities 3 and 4 only. Please refer to the separate document “Intercultural Ministry Final Report Priorities 1 and 2 – June 2016”



## A broad range of activities were completed to support these 4 priorities as outlined below

Please refer to the report and appendix for additional details

<p>Priority #1</p>	<p><b>9+</b> interviews and an intercultural ministry <b>survey</b> were completed and analysed</p>	<p><b>20</b> out of 51 congregations participated in the survey</p>		<p>Of the 20 respondents:</p> <ul style="list-style-type: none"> <li>• 16 out of 42 non-ethnic churches participated</li> <li>• 4 out of 9 ethnic churches participated</li> </ul>	
<p>Priority #2</p>	<p><b>8</b> workshops were organized and facilitated with <b>~334</b> participants</p>	<p><b>37</b> Participants (15 churches)</p> <p><b>Orientation to the UCC – Journey Together</b></p>	<p><b>24</b> Participants</p> <p><b>Admission Process to the UCC</b></p>	<p><b>27</b> Participants</p> <p><b>Intercultural Ministry – Building an Intercultural Community</b></p>	<p><b>68</b> Participants</p> <p><b>Presbytery wide Intercultural Ministry workshop</b></p>
		<p><b>41</b> Participants</p> <p><b>Immanuel Korean United Church Intercultural Ministry Workshop</b></p>	<p><b>87</b> Participants (2 sessions)</p> <p><b>Orientation to the UCC at Uganda Martyr United Church</b></p>	<p><b>32</b> Participants</p> <p><b>Orientation to the UCC at North York Korean United Church</b></p>	<p><b>18</b> Participants</p> <p><b>Youth and Young Adults Group Intercultural Discussion</b></p>
<p>Priority #3</p>	<p>Over <b>82</b> visits were made with SW and SE Presbytery ethnic and non-ethnic churches</p>	<p><b>Support provided</b> Visitation   Coaching and Mentoring   Sharing of information with ministers and church leaders</p>			
<p>Priority #4</p>	<p>The Intercultural Minister was involved in and shared with <b>15+</b> committees/ teams</p>	<p>Ethnic Ministry Steering Group Intercultural Ministry Steering Group ICDC Property &amp; Environment NHPRT</p>	<p>Mission Support &amp; Finance Planning for Sharing Ministries (NYK and FCF, Ghana Calvary Methodist and Ancaster Presbytery) Church Planting Program</p>	<p>Migrant Church Program PROK Exchange Program ICM National Consultation French Faith community Toronto Conference Staff</p>	<p>Toronto Conference Retreat Toronto Conference Annual Meetings General Council Staff Intercultural Centre at Tyndale</p>



# Final report

# Priorities 3 and 4

# Background

## Ethnic ministry has become an integral part of the United Church of Canada (UCC)

Ethnic ministry has evolved over many decades within the UCC, evolving from individual congregations and individual leaders into today's vision of intercultural ministry - as integrated element each congregation

## Through our ethnic ministries, the UCC has become very multicultural

Much like the makeup of Canada, UCC congregations reflect the many different countries and backgrounds of our Presbyteries. Our congregations reflect numerous languages and traditions.



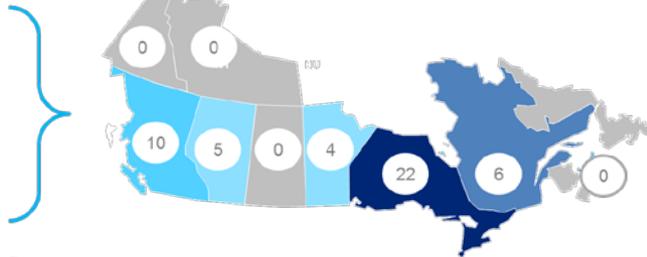
## Intercultural ministry reflects the UCC's commitment and desire to go beyond multiculturalism

The UCC has stated that "In our church, we want people from all different cultures to listen to each other and be heard."

"We want everyone to participate fully. We want our leaders to be as diverse as our population. We don't want one dominant culture to decide how we do things."

***"God is calling the United Church to change. We are trying to become more intercultural."***

**47**  
Ethnic Ministries in the UCC



**15+**  
Languages of worship in the UCC



Sources: (1) <http://www.united-church.ca/files/history/overview/asian-canadian-timeline.pdf> ; (2) [http://www.united-church.ca/contact/em\\_congregations](http://www.united-church.ca/contact/em_congregations) ; (3) Executive of the General Council. (2012) PCPMM17 Intercultural ministries: Living Into transformation. For Action; Halliday, A. & Willey, S. 'Introduction to Intercultural Ministries' Workshop

# The South West Presbytery established a strong support system for its Intercultural Ministry work

## The Minister for Intercultural Congregational Development worked closely with many groups in the South West Presbytery

The role of the Minister for Intercultural Congregational Development was intended to provide support to all of the ethnic and non-ethnic congregations across the South West Presbytery.

At the same time, the Minister was supported and overseen by several supporting structures including:

### *Intercultural and Diverse Communities in Ministry (ICDC) Committee*

This committee supports and assists the South West Presbytery and its congregations to become more intercultural, and specifically provides support to ethnic congregations. This committee also provides help and support to the Minister for Intercultural Congregational Development

### *Intercultural Ministry Support Group*

This group of 5 members provides ongoing support and guidance to the Minister for Intercultural Congregational Development, including serving as a sounding board for ideas, refinement of plans, and leading and advocating for intercultural ministry activities throughout the Presbytery.



# Overview of the role of the Minister for Intercultural Congregational Development

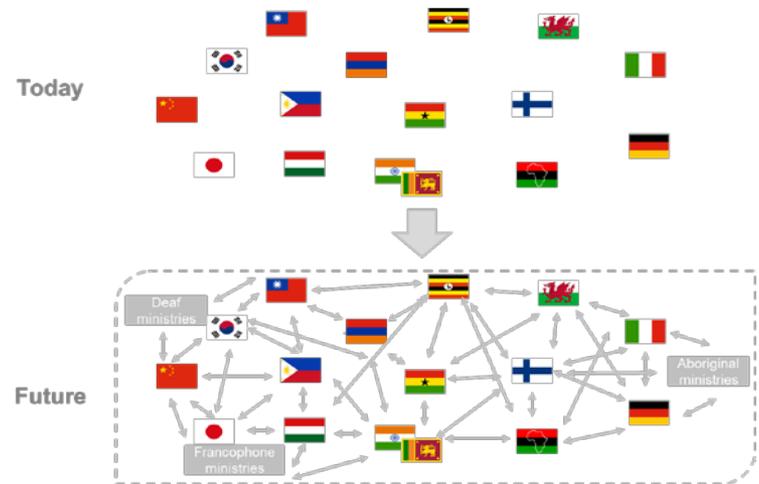
## The South West Presbytery is a highly diverse area

The South West Presbytery area is characterized by significant diversity, ranging from urban to rural, and many different cultures. The South West Presbytery includes ethnic congregations, some of which are served by Ministry Personnel from other countries and denominations. For many within these congregations, English may be a second language.

## The South West Presbytery's Minister for Intercultural Congregational Development role is the first one in Canada

Aligned with the UCC's commitment to becoming an intercultural church, the South West Presbytery, under the direction of the Coordinating Council of South West Presbytery, made a commitment to becoming the first Presbytery with a dedicated Minister for Intercultural Congregational Development. The role was originally established as a two-year contract position starting July 1, 2014 to focus on:

- Assisting the South West Presbytery to live out its mission and vision strategy
- Supporting and mentoring ethnic congregations (e.g., mentoring and connecting ministers with resources, acting as the South West Presbytery's 'go to' person for ethnic ministries, building relationships with the wider United Church)
- Assisting the South West Presbytery and its congregations to become more intercultural (e.g., providing training and education)
- Mission strategy support (e.g., supporting implementation of its strategies for supporting intercultural, immigrant and new ministries)
- Coordination and team work (e.g., working with other staff to coordinate activities, being a resource to Coordinating Council and/or committees/commissions)



# Overview of key activities completed

During the 2 year term of the Minister for Intercultural Congregational Development, the following key activities were outlined in the Annual Work Plan for Intercultural Ministry. This report focuses on Priorities 3 and 4.

Priority	Key Activities and Approach	Status as of June 2
#1 Identify those United Churches within Toronto Conference which have successfully integrated first generation Canadians into their church	Visit no fewer than 6 identified United Church congregations on Sunday mornings, and prepare a ½ page report on each, summarizing research from three congregation member interviews.	✓ Completed
	Visit 1 church of other denominations which have been highly effective engaging first generation Canadians (60 % + Sunday attendance)	✓ Completed
	Contact main stream church organizations such as, Anglican Diocese, Presbyterian Church of Canada, and Baptist Convention.	✓ Completed
#2 Identify people or groups within the greater Toronto area, who could be served or who are not yet adequately being served by the U.C.C.	Connect with a diverse group of teens and young adults at Teen Ranch and/or Sparrow Lake Camp.	✓ Completed
	Assist with the development of mission profiles.	✓ Partially completed
#3 Provide support and mentorship to ethnic congregations	Provide mentorship and orientation for new ethnic ministers individually and in a series of workshops or events.	✓ Completed
	Assist them with building relationships with the Presbytery and the broader UCC. Encourage them to attend Presbytery meetings, greet them and introduce them.	✓ Completed
#4 Intercultural Development	Plan a workshop for Presbytery members, no later than September 2015.	✓ Completed
	Provide training and education to church leaders on racial justice and intercultural education. <i>Note - Intercultural education sessions have been provided</i>	✓ Partially completed

Sources: (1) South West Presbytery, Toronto Conference. Intercultural Ministry Work Plan – Draft.

# Priority #3: Provide support and mentorship to ethnic congregations

The Minister worked with multiple ethnic congregations to help build their understanding and encourage their active participation in all facets of the UCC and Presbytery

### 3 key activities

### Examples of activities

Activity 1:  
Assist with the development of mission profiles

- Encouraged and facilitated ethnic congregations outside of the UCC to take part in the process of becoming a mission unit (e.g., Filipino Christian Fellowship, Good Tree Korean Church)
- Enabled a sharing ministry to be formed between the North York Korean and Filipino Christian Fellowship Mission Unit, worked with Property and Environment to facilitate this goal
- Led multiple workshops to help with ethnic churches' understanding of the process to be admitted to the UCC
- Led ICM workshop at multiple churches
- Held orientation workshops and discussions around mission profiles

Activity 2:  
Provide mentorship and orientation for new ethnic ministers

- Worked with ethnic ministers individually and in meetings to shed light on the UCC structure and governing system
- Helped ethnic ministers to understand the nature of the work of the Presbytery in all different committees and encouraged them to be involved in all those committees and work
- Encouraged ethnic congregations to be at a fully operating capacity-status in terms of number and finance
- Led workshops and presentation to individual ethnic congregations and lay leaders on how to operate their congregation-pastoral charge
- Provided encourage to ethnic ministers and shared strategies to maintain a good relationship between minister and lay leaders
- Set the foundation for ethnic congregations to be more fully engaged in Intercultural Ministry, for example, through individual visits and discussions
- Acted as a member of a trusteeship appointed by the South West Presbytery and was involved in the process of transferring it to the Uganda Martyrs church

# Priority #3: Provide support and mentorship to ethnic congregations (continued)

The Minister worked with multiple ethnic congregations to help build their understanding and encourage their active participation in all facets of the UCC and Presbytery (continued)

## 3 key activities

Activity 3:  
Assist them  
with building  
relationships  
with the  
Presbytery and  
UCC

## Examples of activities

- Encouraging ethnic ministers to take courses in preparation for the admission process into the UCC
- Helped ethnic ministers to find lay delegates to be sent to the Presbytery to help create a channel to connect lay leaders to the UCC
- Encouraged ethnic congregations to have connections with non-ethnic congregations, dialogue and share in ministry, share talents and ways of doing ministry
- Represented the Presbytery at numerous congregational events, meetings, and services – e.g., participated in and demonstrated intercultural ministry in action through black history month events through Uganda Martyrs U.C services
- Provided guidance and shared information about the UCC

## Achievements

- Over **82** visits were made with SW and SE Presbytery ethnic and non-ethnic churches to provide Visitation | Coaching and Mentoring | Sharing of information with ministers and church leaders
- Each ethnic ministry has a description of their ministry and yearly goals to work toward.
- Ministers of ethnic congregations understand pertinent areas of policy within the UCC and feel part of the Presbytery and UCC

# Priority #4: Intercultural development

## The Minister organized and led an open workshop on intercultural ministry

All resources related to this workshop are available to the SW Presbytery including: the workshop facilitation powerpoint presentation; a videotape of the workshop; survey evaluation of the workshop.

**Workshop objective:** encourage congregations to engage in intercultural ministry in their own context by sharing experiences and stories

**Attendance:** ministers, lay leaders, Presbytery members from across the South West Presbytery

**Topics included:** what is intercultural ministry, why is it important, myths and misunderstandings, review of survey findings, what does intercultural ministry look like, building an intercultural toolkit

**Included multiple speakers:** Rev. Dong-Chun Seo, Rev. Irene Ty, Paul Rose, Sejun Ijalana, Susan Howard, Kathryn Ariss-Pater, Rev. Sung Min Jung, Rev. Sarah Chapman, Rev. Cindy Cooper

## The Minister provided ongoing education, training, outreach and support to church leaders in the SW Presbytery and beyond

The Minister was a visible and accessible resources and support to all of the churches, teams and committees, including outside of the United Church

### The minister was involved in multiple committees, organizations, groups and teams, including, for example:

- Ethnic Ministry Steering Group
- ICDC
- Intercultural Ministry Steering Group
- Property & Environment
- NHPRT
- Mission Support & Finance
- Planning for Sharing Ministries (NYK and FCF, Ghana Calvary Methodist and Ancaster Presbytery)
- Church Planting Program
- Migrant Church Program
- PROK Exchange Program
- ICM National Consultation
- French Faith community
- Toronto Conference Staff, Retreat, Annual Meetings
- General Council Staff
- Intercultural Centre at Tyndale

## Achievements

- The Intercultural Minister was involved in and shared with **15+** committees/teams
- Each local ministry unit gained an understanding of racial justice issues and the approach to be used when welcoming an ethnically diverse community into their church

# Appendix

# Summary of Discussion with Youth

The Intercultural Minister participated and facilitated a discussion with Youth at the **YOUTH RETREAT- ENCOUNTER 2015, TEEN RANCH, ORANGEVILLE**. During this time, the Intercultural Minister invited youth to participate in an open discussion around Intercultural Ministry and Youth's involvement in the United Church of Canada. Around a dozen students aged 13-18 participated in this discussion. Examples of the types of questions discussed included:

- What are you doing in your church – what is your role/responsibility?
- What do you like the most in your church life?
- Where do you want to be more involved in your church life?
- Is there anything you want to say to your church – your wish, suggestion, hope?

**Their main point to the minister was this: *Hear our voice!***

**Youth reported that they are presently involved in the following types of program or activities:**

- Youth night and events –e.g., for movies, games, discussions, parties
- Participating as leaders in worship – e.g., ushers, singing, youth band, youth choir, Scripture reading, presiding, prayer, etc.
- Participating in outdoor programs – e.g., summer camps, picnics, sports, retreats, etc.

**The youth shared lessons with the Intercultural Minister around what could be learned from young people that could be shared with others in the United Church**

Youth want their congregation to realize that they are an important part of the church life. It is easy to say they are important, but they perceive that there is not as much done in action or practice by church leaders in real church life.

They have their opinions and voices, but sometimes youth members do not know the right ways to express them – for example, to whom, when, and how they can and should express their opinions. Some youth do not feel that their opinions are urgent or important to be voiced. Some of them think they do not have enough time to express them and think 'why bother'.

Youth think they have talents and ability to contribute to their church and wait for right time and opportunity to share these talents, but sometimes they are not approached by church leaders proactively. Sometimes youth report that they feel isolated or neglected by their church leaders.

**Some suggestions the youth shared with the Intercultural Minister and the United Church included:**

- Church leaders and the whole congregation should actively listen to youth.
- Be proactive in approaching them
- Open up and share leadership opportunities with youth
- Invite youth to church decision making systems or structure.
- Provide a greater variety of youth program.